



Saskatchewan
Health

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Health Services for
Saskatchewan*

1998 Saskatchewan Health Employer Survey Report



HUMAN RESOURCES BRANCH, SASKATCHEWAN HEALTH



1998 SASKATCHEWAN HEALTH EMPLOYER SURVEY SUMMARY REPORT
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1998 SASKATCHEWAN HEALTH EMPLOYER SURVEY REPORT

PREAMBLE

This report summarizes the findings of the 1998 Saskatchewan Health Employer Survey. The information collected from this annual survey provides human resource information (staffing supply and demand) on 64 health service occupations in Saskatchewan for the calendar year 1998.

The Saskatchewan Health Employer Survey summarizes data each year to provide a comprehensive view of the health services labour market in Saskatchewan. Supplemental information in the Appendices is reliable only to the extent of the response to the survey. For individuals or organizations interested in more specific aggregate data, Saskatchewan Health contacts are identified at the end of this report.

NEW FEATURES

In addition to updating information provided in previous years' reports, this year's report also:

- Provides information specifically for each health district, and
- Visually enhances information by using new capabilities in distribution mapping.

The 1998 summary report includes:

- Separate gender and casual staffing information by occupation and health districts.
- Information from each of the 32 health districts and one northern health authority. In the previous report, the information was categorized by three regions—rural, urban and northern. In this report, health districts are also grouped by these regions for comparison, as well as reported separately.
- Weighted averages for the ages of all health service providers by occupation and health districts.
- Chiropractors, optometrists and physicians,¹ and a list of all health professions regulated in Saskatchewan.
- The following changes to occupational groupings have been made:
 - A new category of Health Service Managers captures Registered Nursing and Registered Psychiatric Nursing Administrators as well as other managers and administrators in health services.
 - A new Health Educators category which includes both Registered Nursing and Registered Psychiatric Nursing Educators.
 - Respiratory Therapists are reclassified from the Diagnostic sector to the Rehabilitation occupational group.
 - Recreation Therapists and Technologists are now classified under Rehabilitation.
 - The Graduate Nurse classification replaces the Unregistered or Student Nurse category.
 - The occupations of Exercise Therapists and Chiropodists have also been added under Rehabilitation.
 - Medical Radiation Technologists are now referred to as Radiological Technologists.

¹ Source: Medical Services and Health Registration Branch, Saskatchewan Health.

Saskatchewan Health would like to acknowledge the contribution of the many people and organizations who took the time to complete the survey. The results of their efforts are presented in the following material on health service providers in Saskatchewan.

METHODOLOGY

Procedure & Instruments

The survey method involved a census of all health service agencies in Saskatchewan that employ staff in any one or more of 64 health-related employee classifications. Health service employees are also referred to as health service providers or staff.

The 1998 survey targeted the following occupational groupings:

- | | |
|---|--|
| -ambulance | -rehabilitation |
| -dental | -other occupations, such as: |
| -diagnostic (imagery) and therapeutic (treatment) | o dietetic, nutritionist |
| -health care aide | o health managers/records administrators |
| -nursing | o pharmaceutical |
| -psychology and social work | o public health inspectors |

The Health Employers Survey gathered the following information or data from employers:

- Total hours of work by FTEs, and the number of employees or available positions;
- Total number of hours worked by each occupational group employed in a given year. This is the Full-time Equivalent or FTE which measures the amount of work done by one full-time employee for one year at 1,948 hours per year, regardless of how many employees performed the work, i.e., one full-time, two part-time;
- Total number of positions is the count or number of positions allotted by the employer to provide health services. This number includes full-and part-time permanent positions, and positions which are available, but not filled, i.e., vacancies.
- Average age of employees by occupation as derived from estimates or actual ages;
- The employment status of employees as full-time, part-time or casual;
- The gender of employees;
- Number of full-time and part-time vacancies and turnovers by occupation. These statistics are used to measure changes in demand, supply and mobility in the health services sector as indicated by comparisons to the previous year's information; and
- Commentary on anticipated recruitment difficulties in the next year and possible reasons for recruitment/retention difficulties.

Survey Response Rate

The survey response rate is the percentage of the actual numbers of employers responding to the survey divided by the total number of surveys assigned (mailed out). A "good response rate" for this type of census survey is between 65 - 70%. (Appendix 3 provides the response rate by sector and by health district.)

PLEASE NOTE:

1. The information in this report is reliable only to the extent of the survey's response. It does not represent a total of all health service employees in the province.
2. Because response rates vary by year, annual comparisons should be made on a percentage basis only.

THE 1998 HEALTH EMPLOYER SURVEY

1998 SURVEY RESPONSE

- Of the 1,658 surveys mailed to employers of health service providers, 1,287 were returned for an overall response rate of 77%. Sectors with a response rate of 100% include the health districts and the provincial government. No employer group had a response rate below 65%. See Figure 1 for the survey's total percent response rates by geographical area.

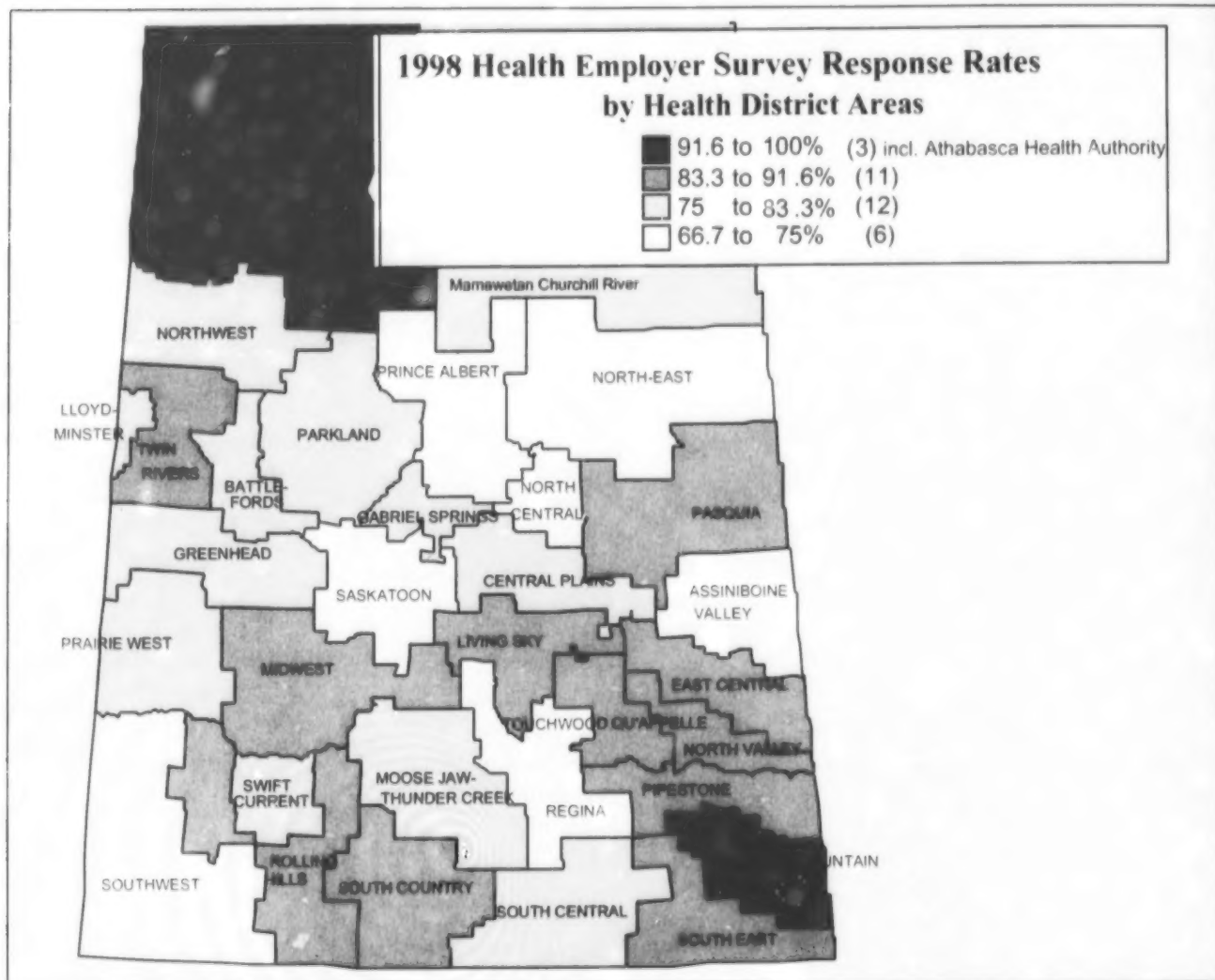


Figure 1.

- Areas with low response rates tend to have a higher proportion of survey respondents who operate privately run health services, such as Physician and Dentist Offices. The private sector produced the lowest response rates in the survey. For example, the response rates for Dentist and Physician Offices, and Personal Care Homes were 67%, 68% and 68% respectively.

PROVINCIAL HIGHLIGHTS

➤ *Employment of Health Service Providers*

- The reported employment of health service providers in Saskatchewan increased by more than 6% in 1998 compared to 1997. This is determined by number of positions, total hours worked and FTEs as reported by the survey respondents in 1998:
 - The 1998 Health Employer Survey reports a total of 28,555 health service providers or employees working in Saskatchewan. This is 1,000 more employees, 6.3% higher than 1997 (reported at 26,864).
 - The total hours of health care delivery in 1998 is reported at 35,590,853 hours. This is 6.1% more than the total hours reported in the previous year (33,541,199 hours in 1997).
 - The total Full Time Equivalents (FTEs) reported in 1998 is 18,271 FTEs. This represents about 1,000 FTEs, an increase of about 6.1% from the previous year's reported 17,218.3 FTEs.
- Some reasons for this increase in health service providers may be done to:
 - An increase in the survey response from 1997. In 1997, two health districts did not respond. Information provided by these two districts in 1998 accounts for about 18% of the additional 1,052 FTEs reported.
 - The development of on-reserve health services by First Nations bands and tribal councils.
 - The continuing development of community services, home care and their support structures.
 - The inclusion of health service employees previously not captured by this survey such as Health Service Managers, Chiropodists and Exercise Therapists.

➤ *Comparison with the total Saskatchewan Workforce*

- Health service providers as reported in this survey constitute approximately 6% of the total number of employees in the Saskatchewan workforce² in 1998.
- Health service employers reported an increase in employee FTEs. There was a 1% increase in the population from 1,020,352 in 1997 to 1,031,933 in 1998.

² Source: Historical Labour Force, Statistics Canada, Catalogue Number 71-201. Based on an average Saskatchewan Labour force for 1998.

➤ *The Health Service Occupations*

- Of the total FTEs reported in 1998, two occupational groups, Nurses and Health Care Aides accounted for almost two-thirds (65%) of all employees. Nursing employees, including Registered Nurses (RNs), Registered Psychiatric Nurses (RPNs), and Licensed Practical Nurses (LPNs) made up the largest occupational category, accounting for 39% of the total FTEs reported in health services (see Appendix 4).
- See Figure 2 for the occupational composition of health services by FTEs in 1998.

ALL HEALTH OCCUPATIONS in 1998
PERCENT of TOTAL FTEs REPORTED BY OCCUPATION

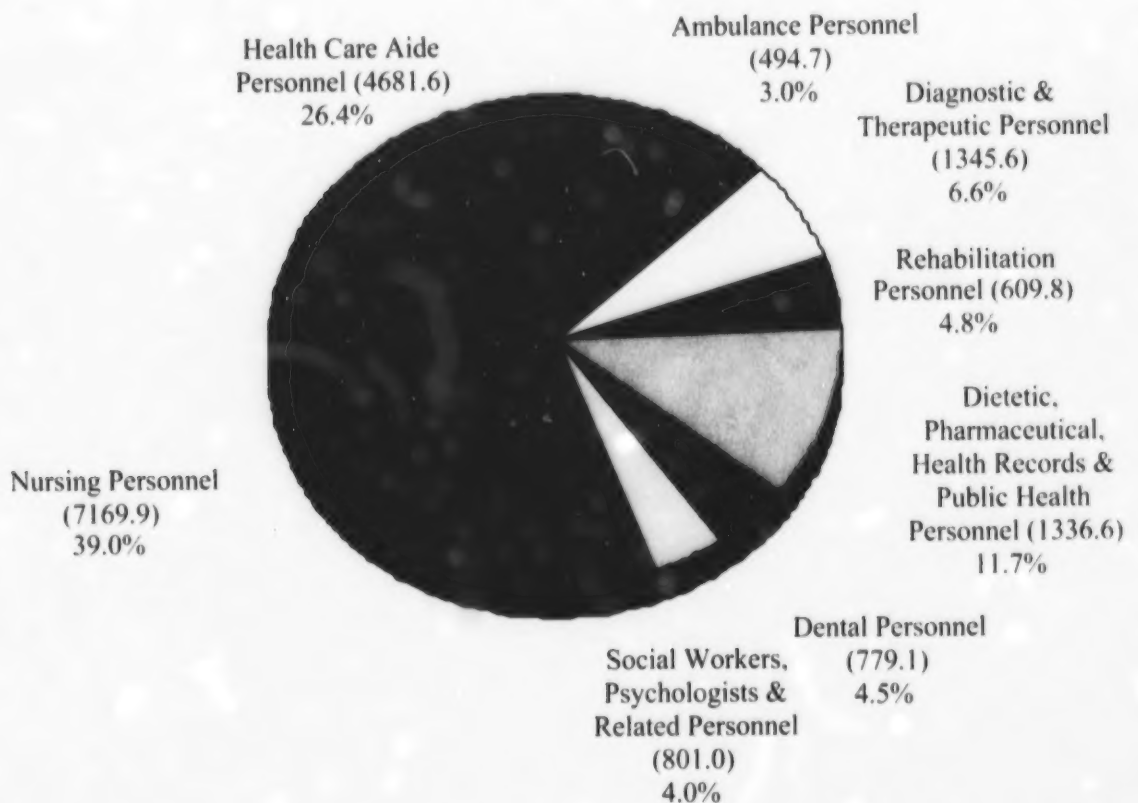


Figure 2.

➤ **Employment Status**

- The FTEs for permanent full- and part-time employees reported in 1998 increased by approximately 1,000 each or 2,000 in total. There was a corresponding decrease in the reported casual employees of about 1,000 in 1998.
- See Figure 3 for the composition of Full-Time, Part-Time and Casual employees reported in 1998.

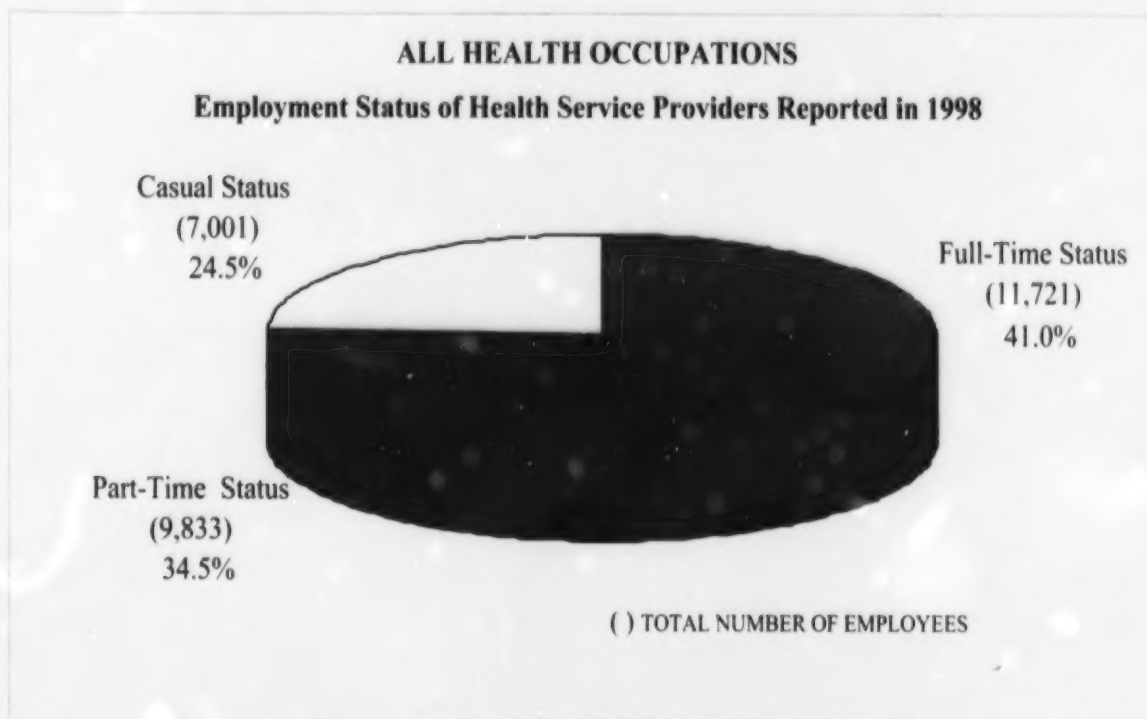


Figure 3.

- Respondents to the survey indicate that in 1998 many casual employees moved to permanent positions. This movement towards permanent work reduced the number of casual employees available to replace permanent staff for vacations, sick time and other leaves of absence. Consequently, health employers who relied upon a high percentage of casual staffing as replacement workers began to experience staffing pressures. (See Appendix 6 and Sector Highlights for more detail.)
- The extent to which casual positions are used depends on several factors including the total number of employees, the type of occupation and its reliance upon shift work. Generally, a larger number of staff will create a greater number of absences from work for sickness, vacations, etc. per occupation. This increases reliance on casual workers to replace permanent staff temporarily and on short notice. As well, those occupations which require shift work or on-call scheduling, such as Ambulance, Nursing and Diagnostic Therapies rely more upon casual workers.

- Occupations such as Nurses Aides and Assistants in Rehabilitation tend to have fairly high proportions of casual and part-time positions. Employers who have occupations requiring certification or on-the-job experience and split work shifts, such as personal care homes, tend to have a larger pool of casual staffing. These employees tend to be more mobile, as indicated by their higher turnover rates.
- Some rural employers report that casual employees may hold other casual or part-time positions in other health districts, usually in nearby urban centres. Therefore, since the survey counted the number of casual positions, the actual total number of employees may be lower than reported. One casual employee may be working more than one casual or one part-time position, and therefore, may be counted more than once.
- For a district-by-district distribution of casual employees, see Figure 4.

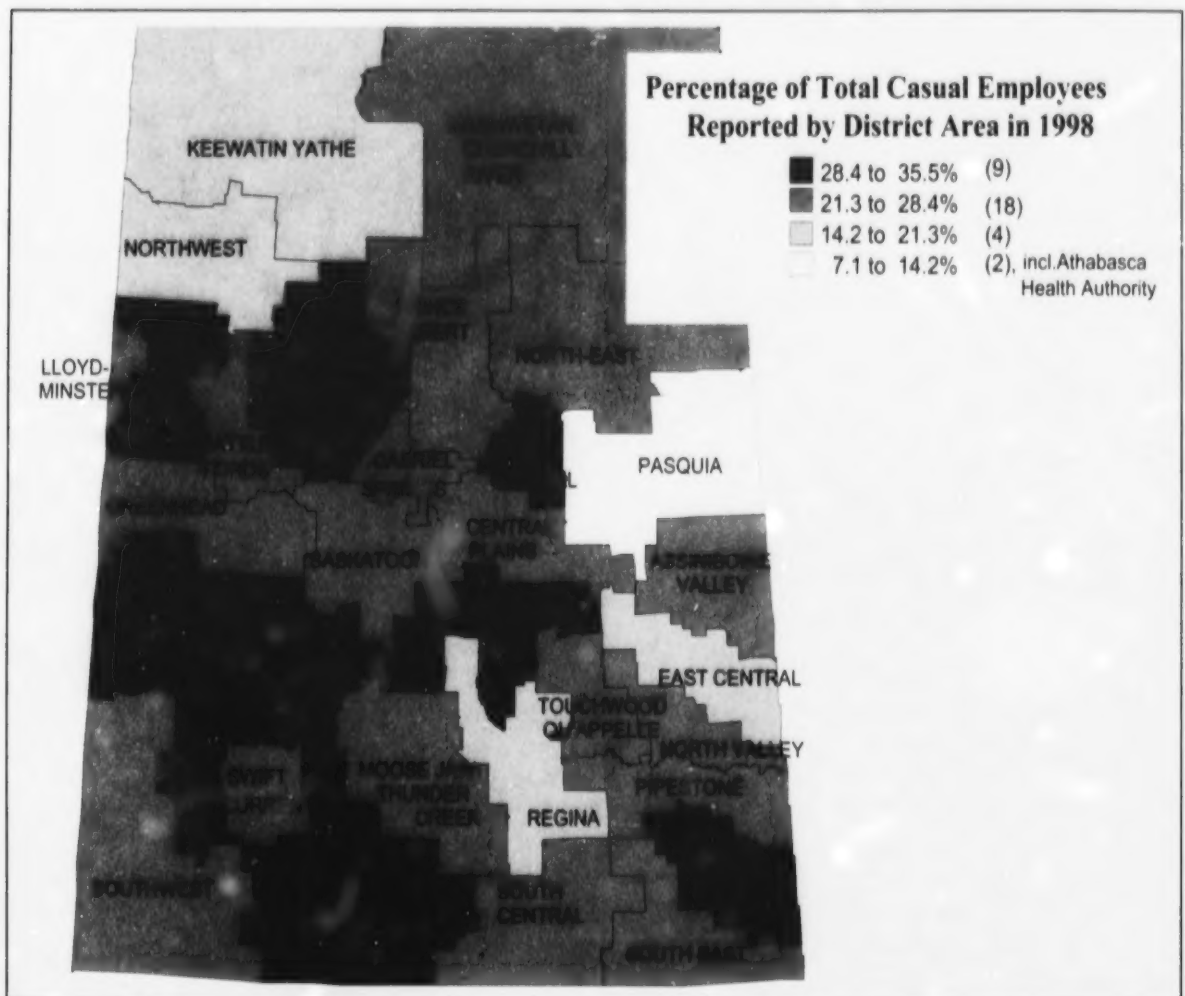


Figure 4.

The Gender of Health Service Employees

- In 1998, almost 9 out of 10 health service providers reported working in Saskatchewan were female. This has not changed from the previous year's report. See Appendix 5 for the comparison of gender participation in each occupation.
- For a district-by-district comparison by gender, see Figure 5.

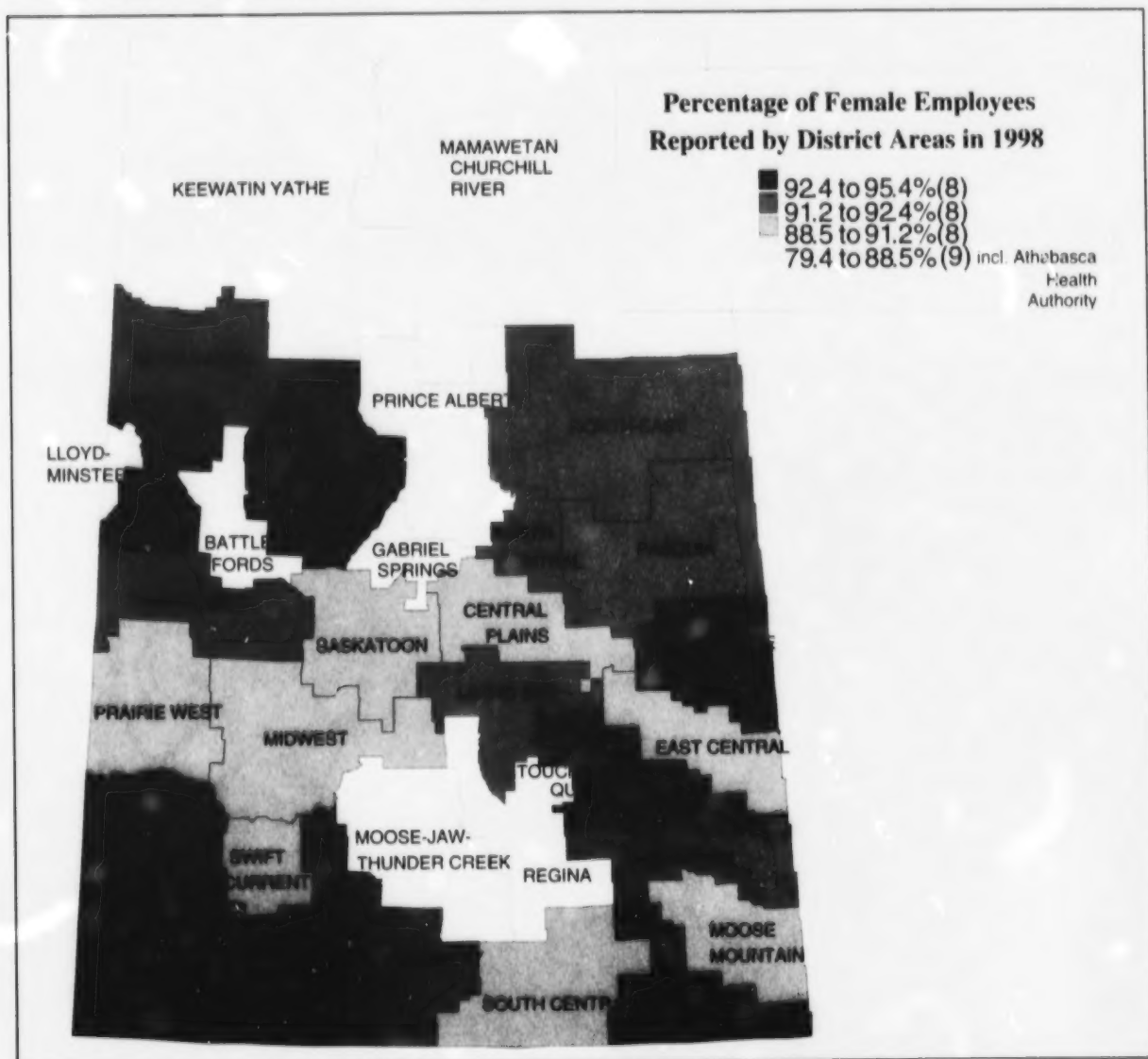


Figure 5.

- The health service occupations with relatively more males (40% or higher) are Emergency Medical Technicians and Paramedics, Dentists, Denturists and Dental Technicians, Nuclear Medicine Technologists, Public Health Inspectors, Chiropodists, Prosthetists and Orthotists, Recreational Therapists and Social Workers.

The Age of Health Service Employees

- The reported overall weighted average age of health service employees continues to be about 40 years. The weighted average age was calculated based only on the surveys providing the average age of health service providers within each occupation. (See Appendix 8 for the average age of health service employees in each occupation).
- For a district-by-district comparison of total average age by health districts, see Figure 6.

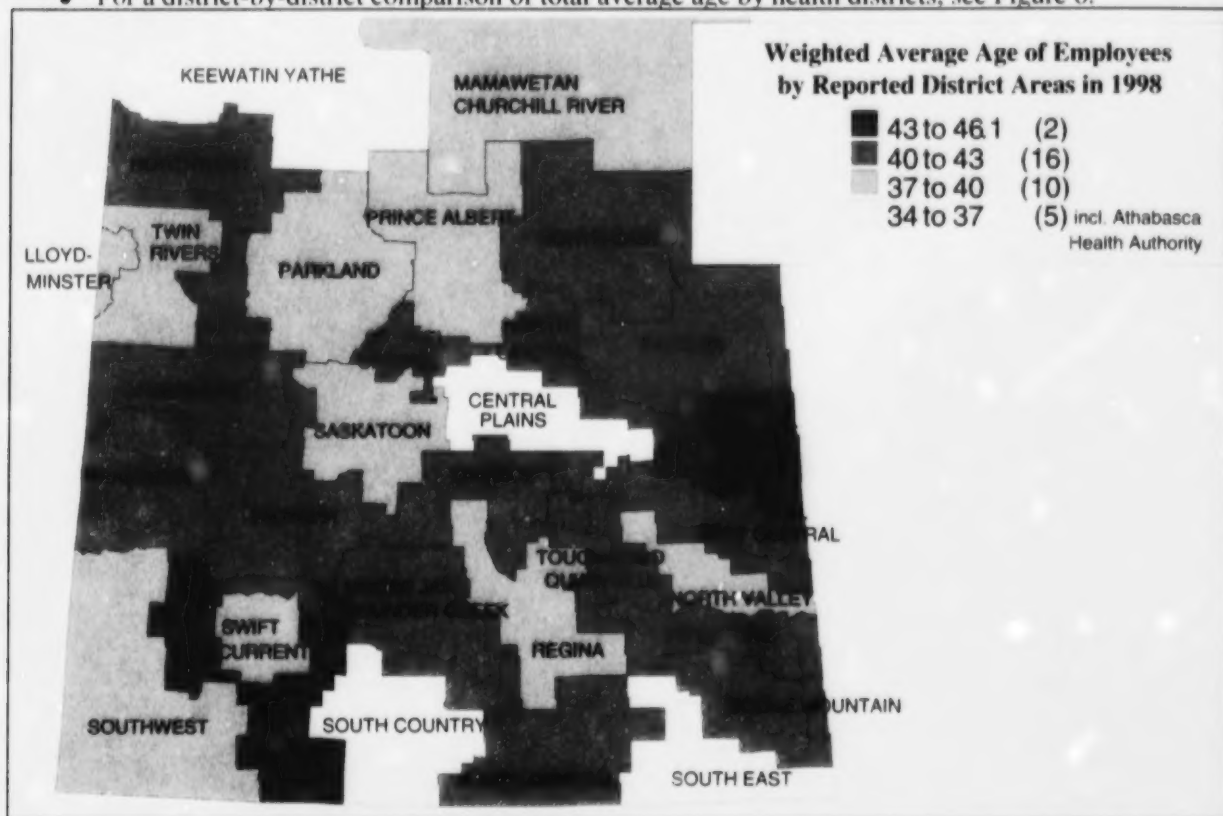


Figure 6.

- Within occupational groupings, there are variations in reported age, such as:
 - Operating Room Registered Nurses are 3 years older than the aggregate provincial average, while Critical Care RNs are about 4 years younger than the provincial average;
 - The Ambulance sector reports both the youngest average age of employees at about 10 years less than the 40 year average, and a higher proportion of males working in health services, about 70%. A greater proportion of younger males are working in health service occupations requiring extensive travel and variable hours, such as paramedics and Emergency Medical Technicians;
 - Assisting occupations such as Dental Assistants, tend to be younger than the provincial average. However, those health service providers who qualify for occupations with on-the-job training or experience in uncertified occupations, such as Health Care Aides, tend to be older than the provincial average age; and

- Occupations such as Exercise, Respiratory and Radiation Therapists tend to have younger employees than the average age. Health service occupations such as Audiology, Chiropody, Prosthetics and Orthotics have employees who are older than the provincial average.

➤ **Urban/Rural/Northern Saskatchewan**

- From the total number of reported FTEs, approximately 43% of all health service providers were employed in urban Saskatchewan, defined by the survey as Saskatoon or Regina. 54.5% were employed in rural regions; while 1.5% of health service staff were employed in northern Saskatchewan, consisting of the Mamawetan Churchill River and Keewatin Yatthe Health Districts and the Athabasca Health Authority.
- In urban centres, 46% of health service providers were reported to be employed full-time. In addition, 31% of urban health service workers were part-time and 23% were casual.
- For rural health service providers, more part-time and casual workers were reported full-time workers. 37% were employed full-time, 37.2% part-time and 25.8% casual.
- In northern Saskatchewan, a greater proportion, 59% of the health service providers were reported as full-time; only 23% were part-time and 18% casual in 1998. See Figure 7 for a regional comparison of employment status.

Rural, Northern and Urban Health Services Percent Comparisons for 1998

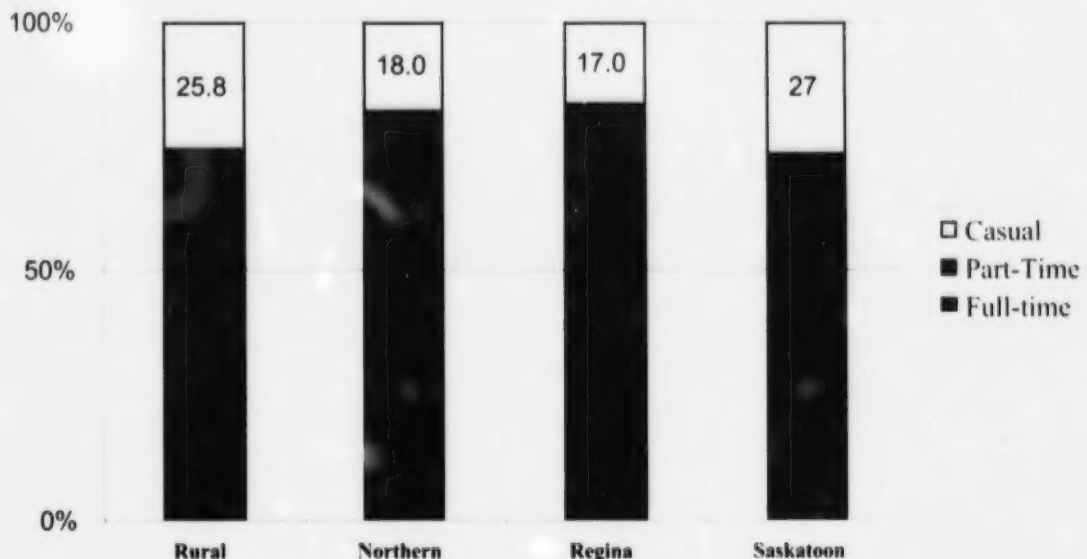


Figure 7.

➤ *Vacancies and Turnovers*

- The aggregate vacancy rate calculated from all reported health occupations was 2.4% in 1998. Until 1998, the aggregate vacancy rate had been consistently reported under 2% since 1991. (Appendix 9 shows the trends by health service provider group.)
- The turnover rate calculated for all health occupations remained relatively unchanged. It was 5.8% in 1998, compared to 5.7% in 1997.
- Figure 8 below shows the trend in the vacancy and turnover rates for all health occupations since 1988.

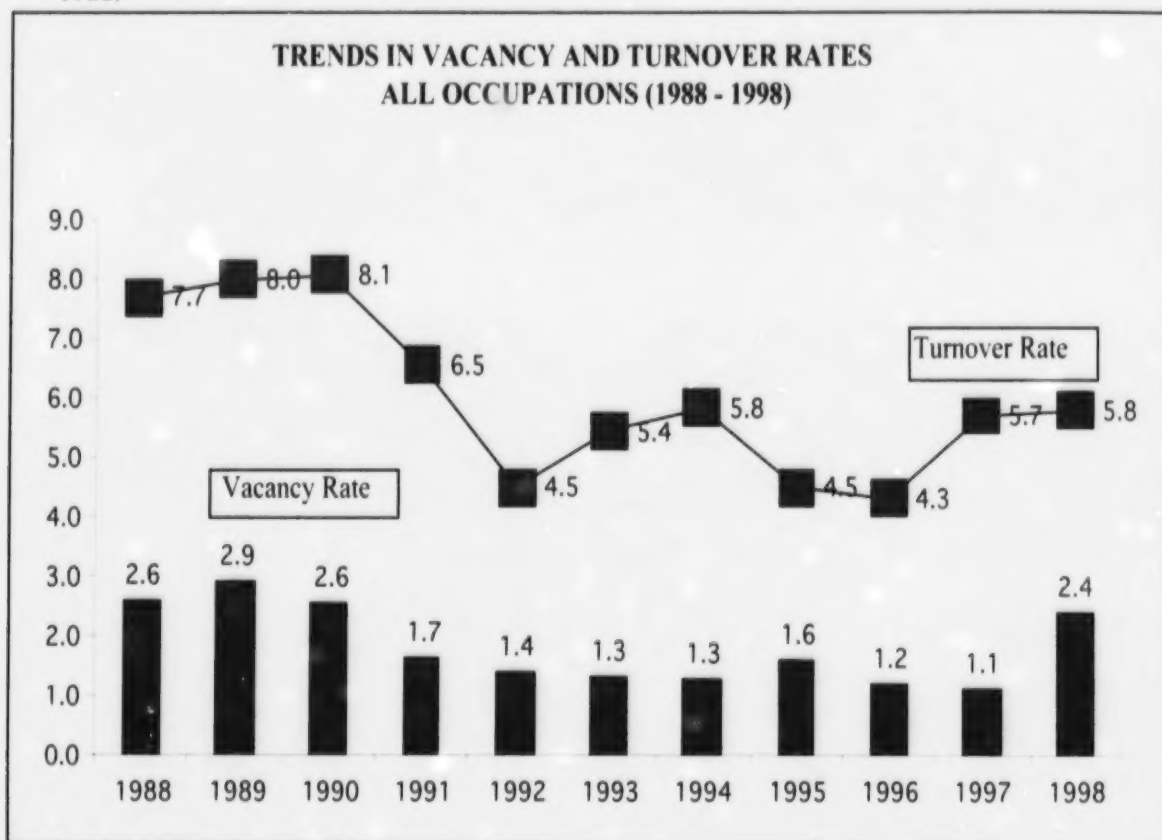


Figure 8.

- Some of the factors reported by employers as contributing to the rise in vacancies within the health services sector include:
 - Salary disparities between private/public sectors, urban/rural centres, union limitations;
 - Lifestyle choices, including increased mobility towards urban centres;
 - An aging population dropping out of the workforce or working part-time;
 - The re-organization of institutions and administration of facilities;
 - A reduced pool of casual employees who moved to permanent positions; and
 - Reductions in the capacity of some educational programs.

- Figure 9 illustrates the calculated vacancy and turnover rates for urban, rural and northern areas of the province. Generally, the vacancy and turnover rates are similar for urban and rural areas and higher for northern areas.

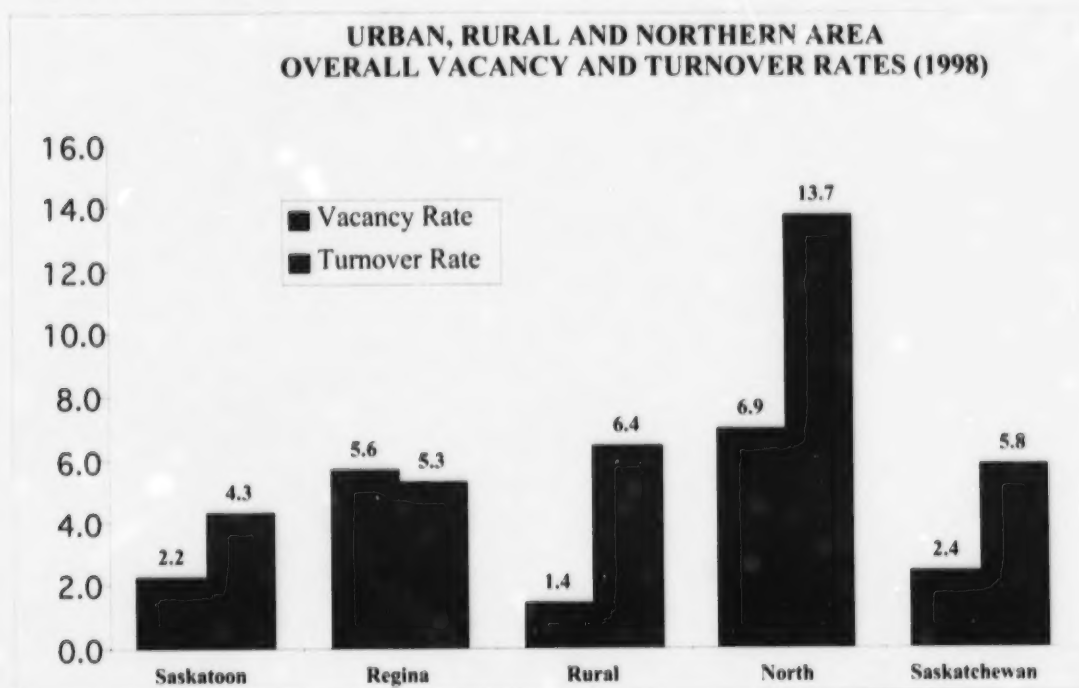


Figure 9.

- Generally, vacancy and turnover rates are higher in northern Saskatchewan where movement of the small workforce creates large percentage changes, and skews the statistical results.
- From Figure 9, Regina's vacancy rate is almost the same as its turnover rate. This may indicate both recruitment and retention issues.
- Northern, rural and Saskatoon Health Districts all have more than a 2% aggregate difference between turnover and vacancy rates.
- See Figure 10 for a district-by district comparison of vacancy rates.

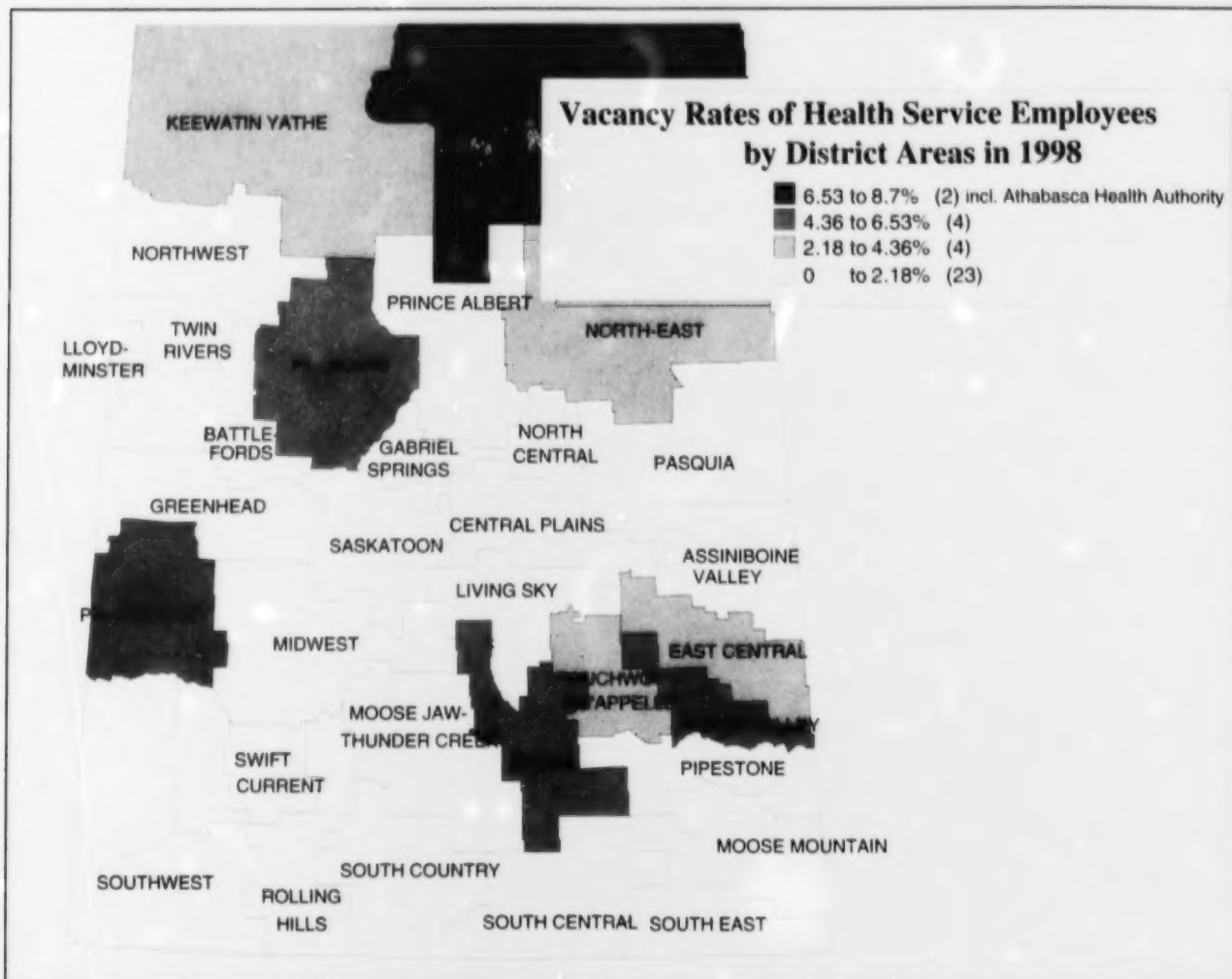


Figure 10.

- Vacancies are an indicator of the supply and demand within the labour market. From Appendix 10, the occupations with the most volatile or greatest vacancy rate changes from 1997 to 1998 are:
 - Dialysis Nurses
 - Primary Care Nurses
 - Nuclear Medicine Technologists
 - Operating Room Nurses
 - Operating Room Technicians
 - Recreation Technologists
 - Ambulance Paramedics
 - General Duty Nurses
 - Food Service Supervisors
 - Psychologists

- The health service occupations with the highest vacancy and turnover rates in 1998 are shown below. (Note: groups with a small number of FTEs are subject to extreme variations in either vacancy or turnover rates.)

<u>Health Service Provider Groups</u>	<u>Vacancy Rate</u>	<u>Turnover Rate</u>
*Nursing – Primary Care Nurses	13.8	22.4
Nursing – Dialysis	13.6	0.0
Ambulance – EMT-Advanced	13.1	13.1
Psychologists	12.6	9.9
Rehabilitation – Physical Therapists	8.9	9.5
*Nursing – Licensed Practical Nurses - OR	8.3	2.1
Rehabilitation – Occupational Therapists	7.9	6.2
*Diagnostic-Operating Room Technicians	7.9	2.6
*Dental – Dental Technicians	7.5	0.0
*Diagnostic-Nuclear Medicine Technologists	6.5	9.7
*Rehabilitation – Chiropractors	5.9	11.8
Public Health Inspectors	5.1	11.5
*Rehabilitation – Recreation Therapists	4.3	15.2
Ambulance – EMT-Paramedic	4.3	10.8
Social Workers	3.7	11.3
Ambulance – (EMT)	3.7	14.5
Health Care – Home Care Aides	1.1	11.4
*Rehabilitation – Exercise Therapists	0.0	16.7

*Fewer than 50 full-time equivalent (FTE) positions.

- Turnover is an indicator of the mobility of the workforce. Based on the survey response, the occupations which had the greatest turnover rate increases in 1998 compared to 1997 are:
 - Primary Care Nurses
 - Advanced Emergency Medical Technicians
 - Nuclear Medicine Technologists
 - Denturists
 - Health Records Technicians
 - Recreation Therapists
 - Social Workers
 - Paramedics
 - Psychologists
 - Dental Hygienists
- The greatest reductions in turnover rates reported in 1998 are in the following occupations:
 - Audiologists
 - Prosthetists & Orthotists
 - Radiation Therapists
 - Electroneurophysiology Technologists
 - Recreation Technologists
 - Health Records Administrators
 - Dental Technicians
 - Food Service Supervisors

- For turnover rates by health district, see Figure 11.

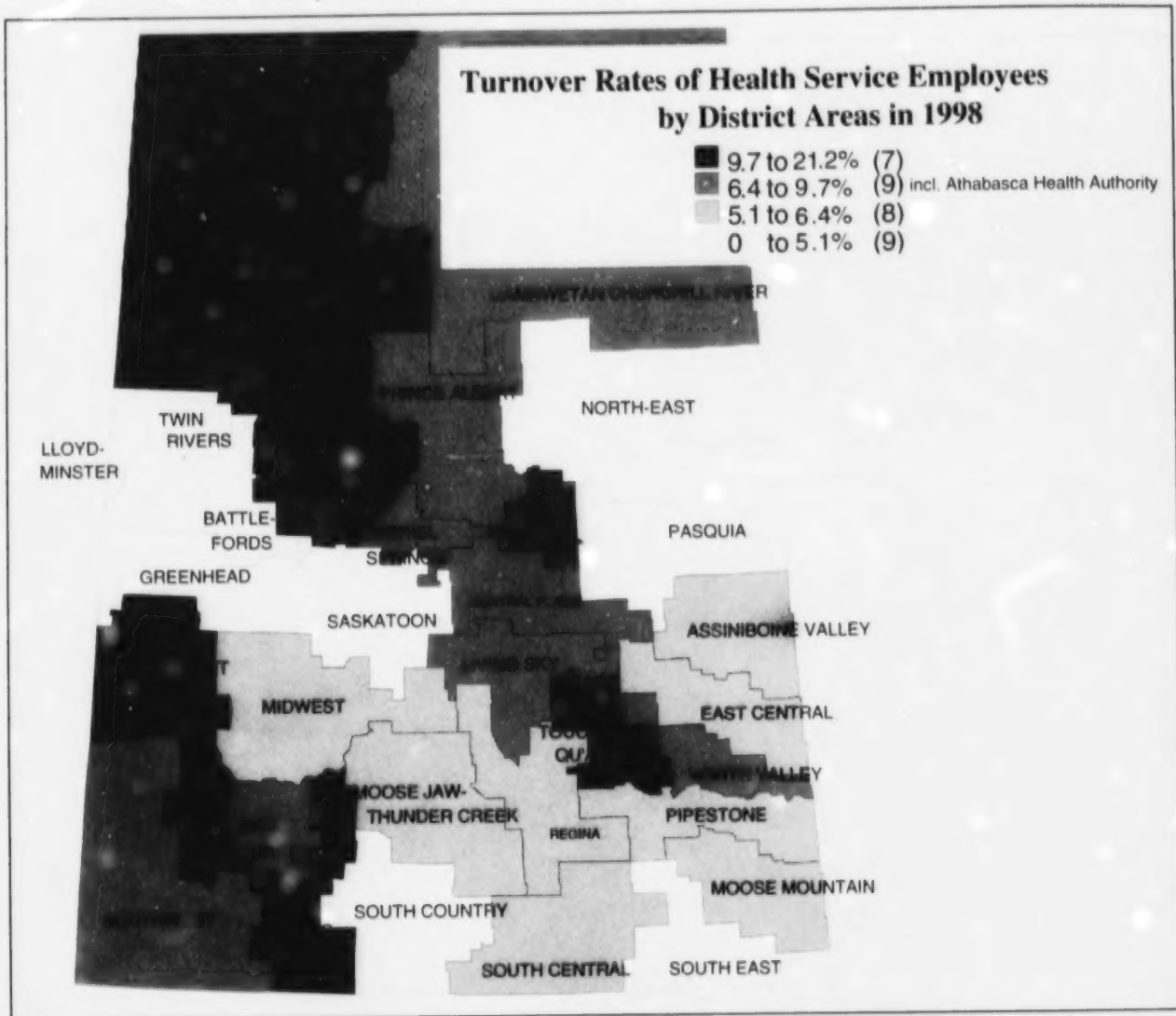


Figure 11.

Health Service Employees

- Health districts employed about 71% of all reported FTEs
- Acute Care continues to have the largest group of health service providers. Hospital employees represented 36% of the total FTEs reported. Appendix 11 shows the percentage breakdown of employed FTE health service providers by service sector.

- See Figure 12 for a comparison of the 1997 and 1998 FTEs reported by health district authorities.

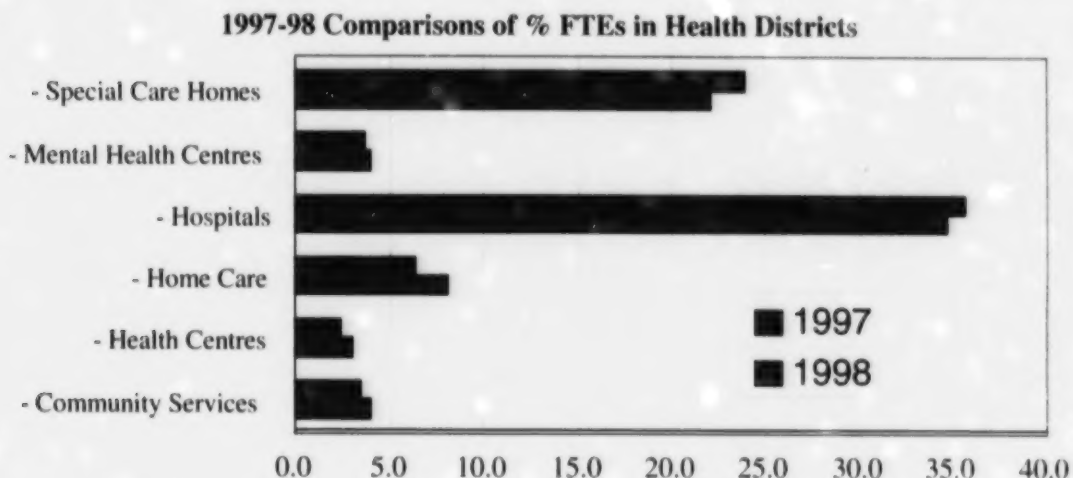


Figure 12.

Full-Time Equivalents (FTEs)

- An increase in FTEs indicates an increase in the amount of hours worked. This may indicate increases in demand for certain occupations. The greatest increases in reported FTEs from 1997 to 1998 are in the following occupations:
 - Operating Room Licensed Practical Nurses
 - Advanced Emergency Medical Technicians
 - Dialysis Nurses
 - Operating Room Nurses without training
 - Nuclear Medicine Technologists
 - Critical Care Nurses
 - Health Service Managers
 - Public Health Nurses
 - Speech-Language Pathologists
 - Physical Therapists
- The largest FTE decreases from 1997 to 1998 were reported in the following occupations:
 - Respiratory Therapists
 - Recreation Therapists
 - Operating Room Technicians
 - Electroneurophysiology Technologists
 - Occupational Therapy Assistants
 - Food Service Supervisors
 - Primary Care Nurses
 - Physiotherapy Assistants
 - Audiologists
 - Electrocardiograph Technicians

- Appendix 12 and Figure 13 (below) report on district comparisons of FTEs per 1,000 population for all occupations surveyed.
- Health service FTEs are derived from total hours reported within each district where the work is done.
 - FTEs are not limited to services provided only for residents within the health district; and
 - Health service employees do not necessarily reside in the health district where they work.

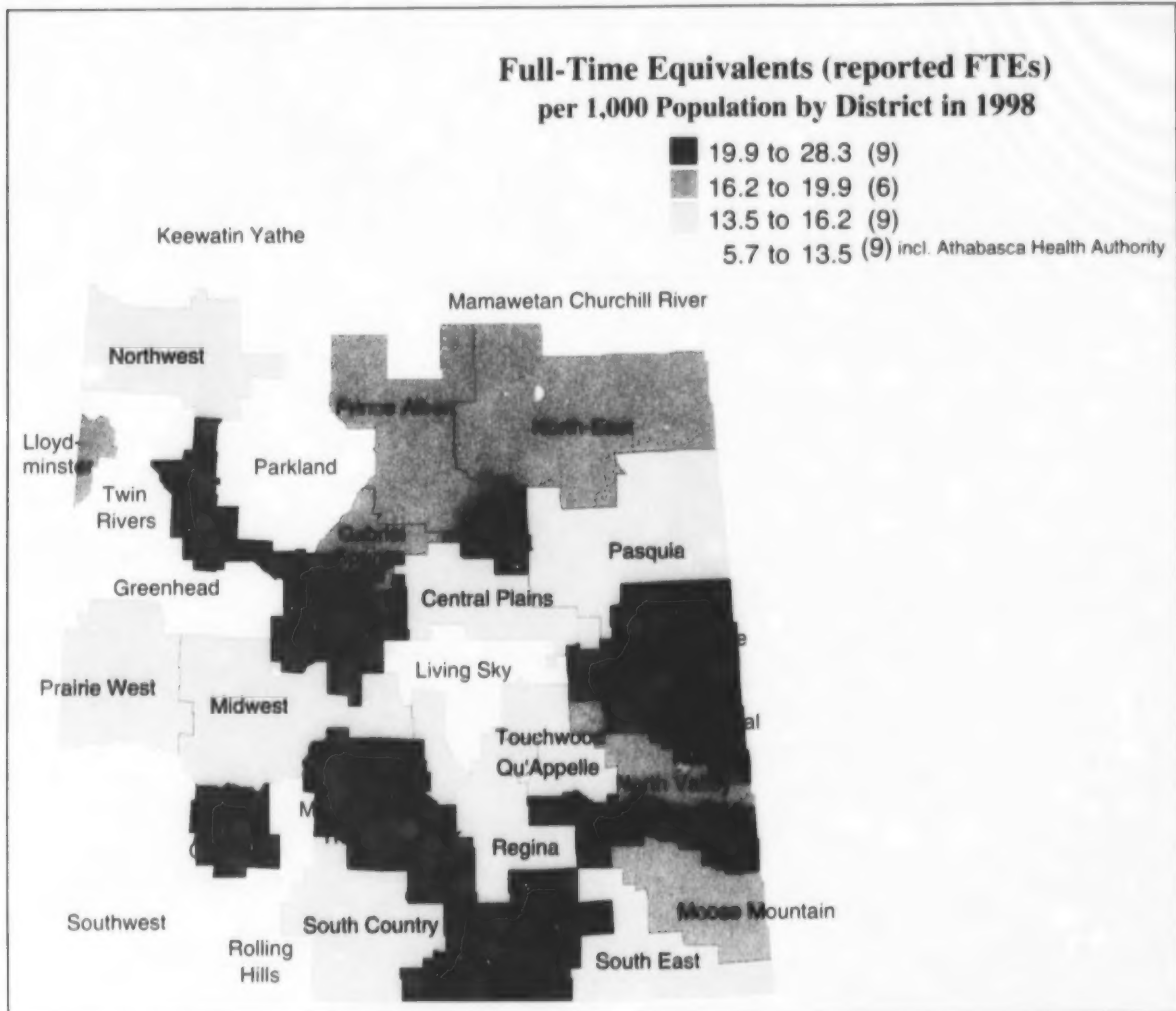


Figure 13.

- Comparatively speaking, urban health districts or health districts where there is a concentration of more provincial services, report more health service FTEs per population than rural or northern health districts. Regina reports a relatively lower FTE per population than Saskatoon, Moose Jaw-Thunder Creek, Prince Albert, Lloydminster, South East, Swift Current and the East Central Health Districts.

SECTOR HIGHLIGHTS

Ambulance Occupations

- The Ambulance sector includes Emergency Medical Technicians (EMTs), Advanced EMTs, - Paramedics and Other Ambulance Attendants.
- In 1998, reported Ambulance occupations totalled 1,107 employees or 556 FTEs.
- Figure 14 shows the percentage distribution.

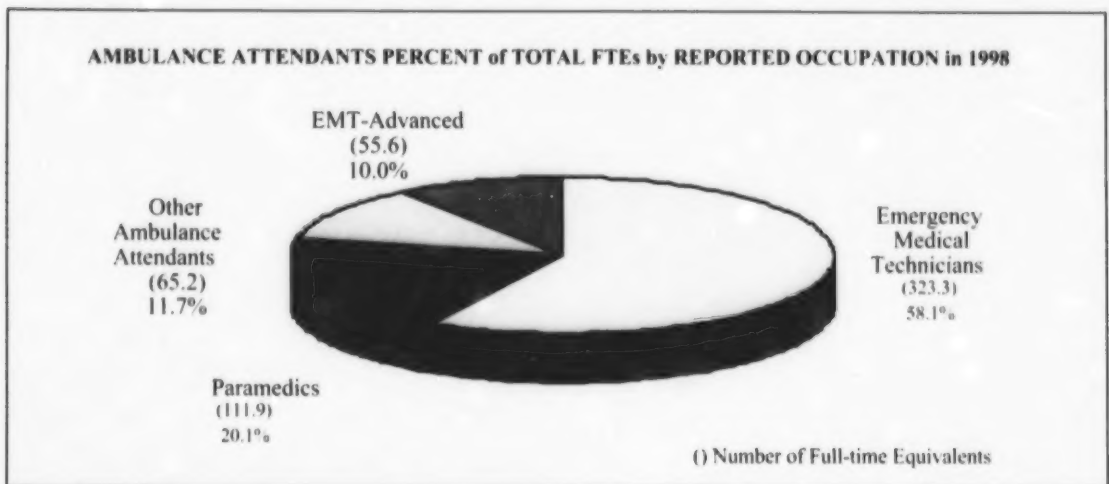


Figure 14.

- Of the 556 FTEs reported for Ambulance occupations, 74.3% were located in rural areas. The Regina Health District reported 13.7%, and the Saskatoon Health District 8.6% of Ambulance FTEs. There were 19 FTEs for Ambulance services reported in the north or 3.4% of the total Ambulance FTEs.
- In 1998, males filled 60.2% of reported ambulance positions, a slight decrease from 1997.
- Ambulance services employ the youngest employees of all occupational groups reported in 1998. The exception is the Other Ambulance Attendants who are usually on-call for services and tend to be older volunteers in the community. Their average age is about 37 years.
- 52% of all Paramedics reported work in rural areas. The number of Paramedics employed remains relatively unchanged at about 20% of the total Ambulance sector FTEs reported from the previous year.

- Of the reported Ambulance occupations, 33.8% of the employees worked full-time, down 4% from 1997. Part-time employees increased from 16% in 1997 to 22.7% in 1998. Fewer Ambulance employees reported working on a casual basis, 43.5% a slight decrease from 1997.
- The 1998 vacancy rate for all Ambulance occupations was 4.7% in 1998, triple the vacancy rate in 1997. This is largely the result of the EMT-Advanced occupation, which had a vacancy rate of 13.1%.
- Rural regions reported an aggregate vacancy rate of 4.5%. (See Appendix 7 for more detail.) The vacancy rate was 1.5% in 1997. Some rural employers report experiencing some difficulty in filling vacancies. However, most Ambulance employees are staying in their jobs in rural areas, as indicated by a low turnover rate of 0.6%.
- The provincial turnover rate of 12.6% for Ambulance occupations in 1998 was an increase of 3% from 1997.
- Although the Saskatoon Health District reported no vacancies in Ambulance services, its turnover rate was 7.4%, which is higher than the provincial aggregate average for all health services.
- Regina Health District reported a higher than average vacancy rate of 5.2% and a 1% turnover rate. This indicates a more stable group of employees, but also suggests difficulty in recruiting for positions.
- Northern Saskatchewan has a 15% vacancy rate and no turnovers out of 19 FTEs.
- 48% of Ambulance services are operated by health districts; 42% are privately owned; and 10% are non-profit corporations funded by the health districts. However, only 30% of the survey's reported Ambulance FTEs come from the health districts. About 70% of this sector's FTEs came from private or non-profit organizations in 1998.
- The following is a summary from those employers who made comments in the survey about Ambulance services. Although some employers reported no problems, most others mentioned recruitment and retention issues related to:
 - Difficulty recruiting EMTs and Advanced EMTs;
 - Low wages and benefits;
 - Long hours of shift work
 - Not enough graduates and no challenge exams readily available for candidates to qualify as EMTs;
 - A declining pool of qualified casual employees.
- In some rural areas, employers reported that they are increasingly scheduling Paramedics for on-call or stand-by duty because of their skills and qualifications in medical emergencies.

- Emergency Medical (EM) Dispatchers or EM Communicators/Responders were not surveyed in 1998. However, some employers may have categorized them under Other Ambulance Attendants. Some employers indicated that they would like to see this specific category added to the survey as recruitment is becoming an issue.
- The following is a list of actions taken by employers to recruit and retain Ambulance employees:
 - Cooperative agreements with other Ambulance organizations to job share; obtaining casual workers from other private Ambulance services;
 - Multi-skilling EMTs with the duties of Licensed Practical Nurses, Maintenance and Housekeeping;
 - Recruiting by providing job shadowing and "ride alongs" for high school and SIAST students;
 - Subsidizing the educational costs of students;
 - Paying higher than standard wages and establishing pension plans;
 - Promoting personal development for short- and long-term career development and planning; and
 - Continuing to partner with First Nations/Aboriginal agencies, Saskatchewan Health and the Nursing faculties of SIAST and the University of Saskatchewan, to consolidate and pool recruitment/retention resources and improve provincial programming.

Dental Occupations

- Dental occupations surveyed in 1998 consist of Dentists, Certified Dental Assistants, Uncertified Dental Assistants, Denturists, Dental Hygienists, Dental Technicians and Dental Therapists.
- Employers in Dental occupations reported 1,096 employees or 822 FTEs in 1998.
- Certified Dental Assistants were reported to comprise the largest group of Dental occupations at 39.5% or 324.5 FTE positions. Dentists were the second largest group reported at 26% or 213.8 FTE positions.
- See Figure 15 for detailed breakdown of Dental occupations.

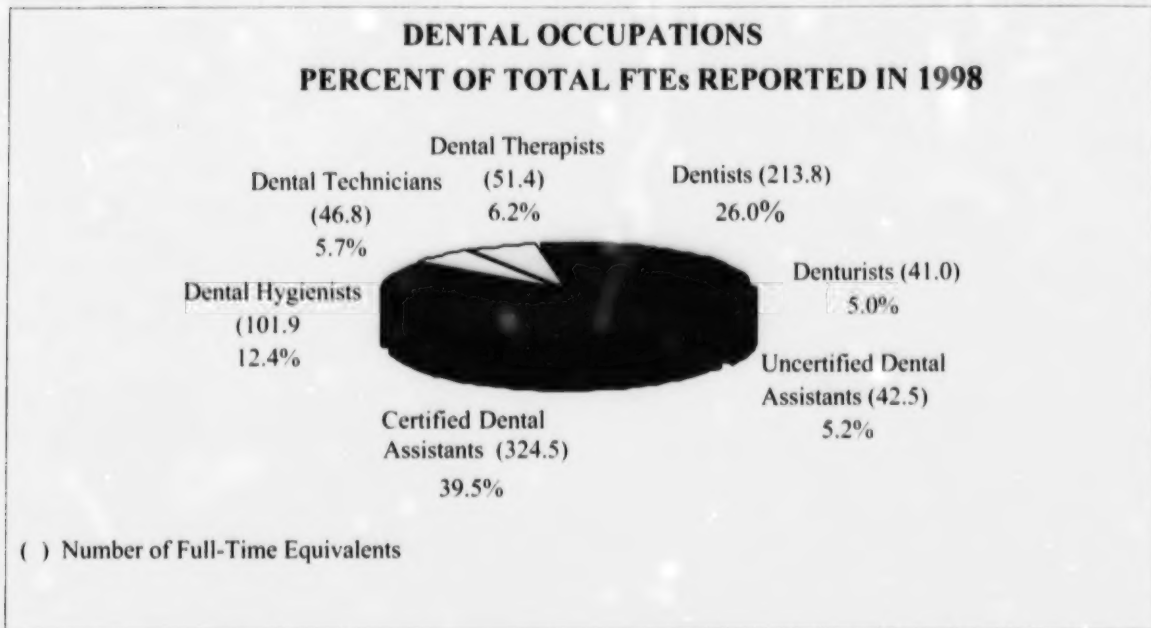


Figure 15.

- Of the 1,096 available reported Dental positions, 63.3% were full-time positions, 35.0% were part-time and 3.6% were casual positions. Part-time employment in the Dental occupations rose by 3% in 1998.
- See Figure 16 for a breakdown of Employment status of all Dental occupations surveyed in 1998.

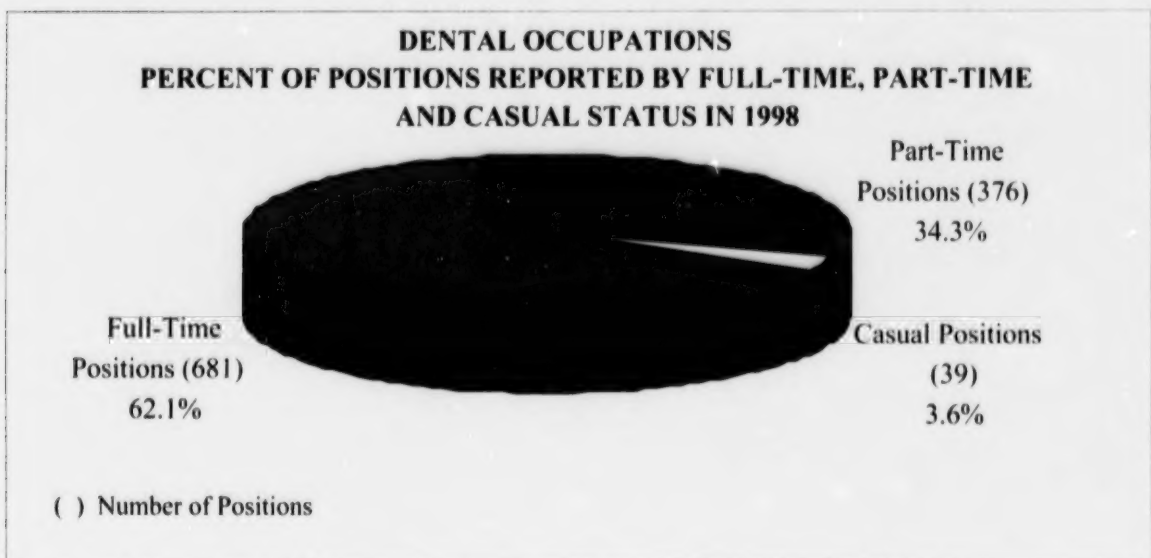


Figure 16.

- The Dental occupations reported 30.8% males and 69.2% females. In 1998, 8% more females worked as Dentists compared to 1997. (60% of all Dentists are male.) In 1998 fewer males were reported working as Certified Dental Assistants, a decrease of 4% from 1997. (93% of all Certified Dental Assistants are female.)
- There is a large age range reported within the Dental sector. In 1998, the youngest Dental occupation, Certified Dental Assistants averaged 31 years, while the oldest occupation, Denturists, averaged 43 years. The calculated weighted average age of other Dental employees is as follows: Dentists (42); Dental Hygienists (35); Uncertified Dental Assistants (34); Dental Technicians (41); and Dental Therapists (37).
- Of all Dental FTEs in 1998, 84% worked in dentist offices. The rest of the Dental sector worked in Dental/Denturist Labs and for Health Canada and tribal councils.
- Little change occurred in the distribution of Dental service providers in Saskatchewan during 1998. However, there was a decrease in rural practice of about 4% from 1997.
- Vacancy rates for all Dental occupations in 1998 were below the aggregate provincial average at 1.7%, a decrease of 1% from 1997.
- See Figure 17 for detailed breakdown of selected Dental occupations and their vacancy rate trends reported over the past 6 years.

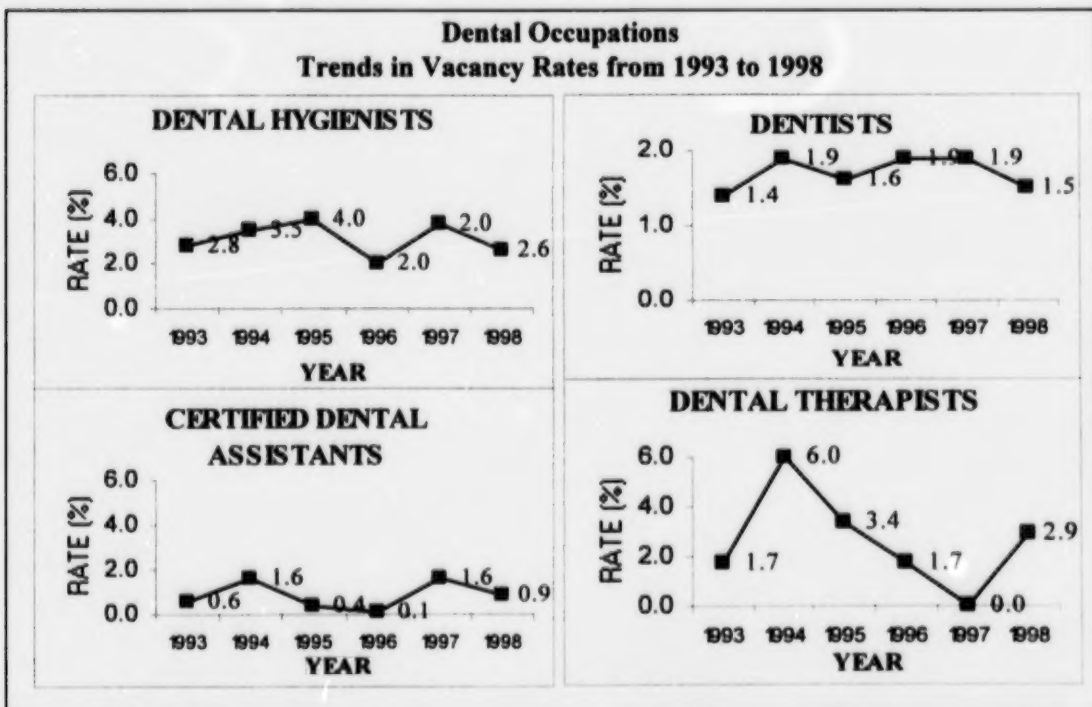


Figure 17.

- The vacancy rate for Dentists was 1.5%. Since 1989, the vacancy rates for Dentists have been consistently under 2.0%. (See Appendix 9.)
- Dental Technicians reported the highest vacancy rate of all Dental occupations surveyed at 7.5%. The vacancy rate for Dental Technicians in rural locations was 11.8%; vacancy rates were 7.1% in Saskatoon and 4.3% in Regina.
- Vacancy rates for Dental Technicians and Dental Therapists increased from previous years.
- The number of turnovers reported for the Dental sector increased in 1998, causing the turnover rate of 5.6% to be slightly above the provincial aggregate rate.
- Employers' comments regarding recruitment included:
 - Dental Hygienists represented the most concern, followed by Dental Technicians, Dentists, and certified Orthodontic Assistants; and
 - Concerns about rural isolation, quality of training and insufficient graduates.
- Employers also reported that they need to be consulted more about the education and training needs of the various Dental occupations.

Diagnostic and Therapeutic Occupations

- The following health service occupations are included in this sector: Medical Laboratory Technologists, Diagnostic Medical Sonographers, Respiratory Therapists, Operating Room Technicians, Certified Combined Laboratory and X-Ray Technicians, Electrocardiograph Technicians, Radiological Technologists, Radiation Therapists, Nuclear Medicine Technologists, and Electroneurophysiology Technologists.
- Medical Laboratory Technologists were reported to make up the largest number of FTE positions at 646 or 54% of the Diagnostic and Therapeutic Occupations sector.
- See Figure 18 for the occupational composition of this sector.

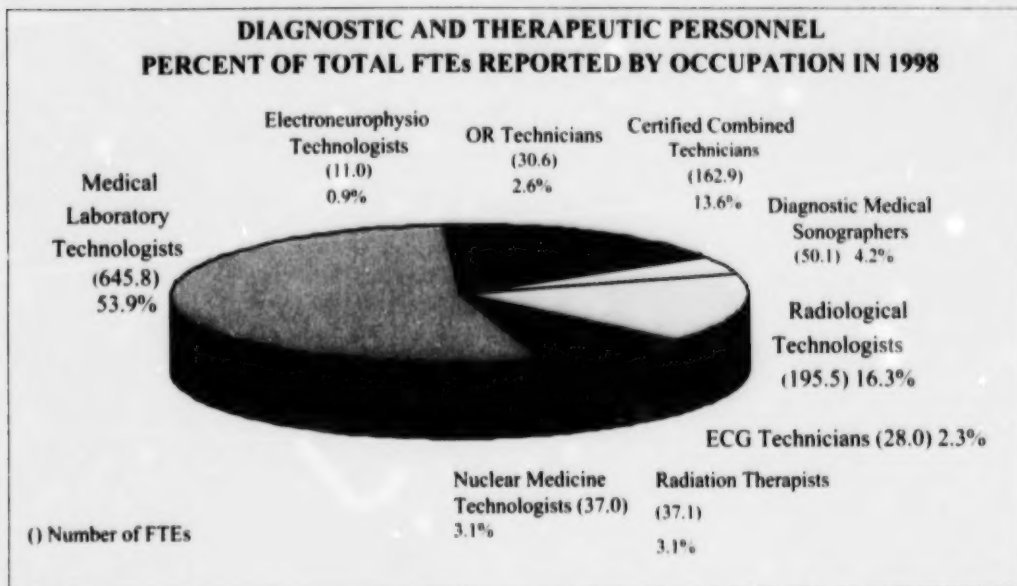


Figure 18.

- Females continue to occupy the majority of reported positions (88.8%) in the Diagnostic and Therapeutic sectors, an increase of 2.6% over 1997.
- Weighted average ages of reported employees in the Diagnostic/Therapeutic sector range from 33 years of age for Radiation Therapists to 45 years for Operating Room (OR) Technicians.
- 80% of all Diagnostic occupations reported in 1998 were either full- or part-time. The relatively smaller proportion of casual employees is an indication of the smaller proportion of employees required for on-call duty and shift work, relative to Nursing, Ambulance and other health services.
- From the FTEs calculated in 1998, 35.5% of all Diagnostic health providers were reported working in rural areas; 33% in Saskatoon; 30% in Regina, and 1.5% in northern Saskatchewan.
- 98.6% of all FTEs of Certified Combined Technicians were reported working in rural Saskatchewan.
- 100% of all Nuclear Medicine Technologists were reported as employed on a full-time basis.
- Reductions in FTEs compared to 1997 were reported in Electrocardiograph (-25%), Electroneurophysiology (-28%) and in Operating Room Technicians (-20%) in 1998. Some of these changes may have been due to the difference in response rates by employers from year to year. See Appendix 10 for more detail.

- Vacancy rates (1.6%) and turnover rates (4.6%) for the Diagnostic and Therapeutic sector continue to remain relatively lower than aggregate provincial averages of 2.4% and 5.3 % respectively. However, both vacancies and turnovers rose by 0.5% and 1.0% relative to 1997.
- See Figure 19 for a detailed breakdown by selected Diagnostic Occupations.

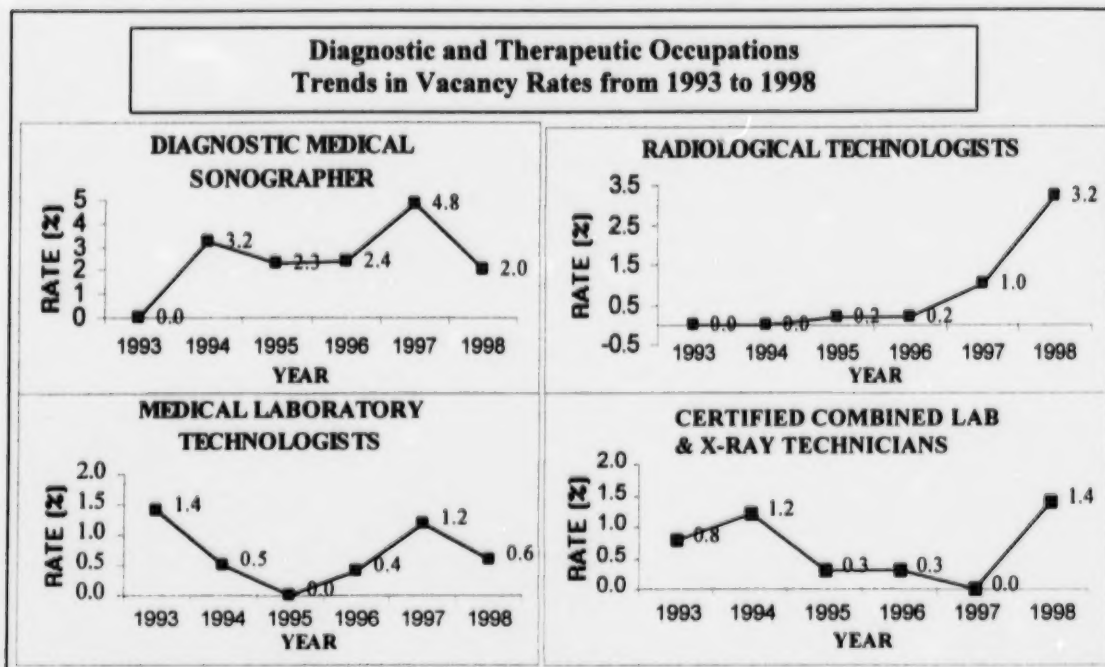


Figure 19.

- From Figure 19, vacancy rate increases in 1998 were reported for Radiological Technologists and Certified Combined Technicians.
- The average number of FTEs reported decreased slightly in 1998. For Medical Laboratory Technologists, the FTEs per 1,000 population was 0.6, down 0.1 from 1997; for Radiological Technologists, 0.2; and for Certified Combined Technicians, 0.1. (See Appendix 12.)
- Few employers surveyed had comments directed towards recruitment of staff in the Diagnostic and Therapeutic occupations:
 - Certified Combined Laboratory and X-Ray Technicians were singled out by four rural and northern health districts as representing the most concern for recruitment, followed by Medical Sonographers and OR Technicians;
 - The major concern for some rural and northern districts is that there are not enough casual/part-time relief staff available. One health district requested a program be developed to train OR Technicians;
 - One urban health district was concerned about recruiting Radiation Therapists, General Medical Laboratory Technologists and Medical Sonographers in the future;
 - Recent pension plan changes may result in earlier-than-expected retirements;

- Some employers suggested that high turnover rates indicate, not only increased mobility of employees, but also that high turnover rates predict future vacancies in these occupations.
- Some private health service employers were also concerned about the recruitment and retention of Sonographers and Radiological Technologists.
- Urban health districts reported demand for a more specialized type of Diagnostic and Therapeutic professional, such as Cytotechnologists, Cytogenetists, Biomedical Engineers, Perfusionists and Pulmonary Function Technologists, Health Research Scientists and Research Assistants.

Social Workers, Psychologists and Related Occupations

- This sector includes Social Workers, Social Service Workers, and Psychologists. Figure 20 shows a percentage breakdown by occupation.

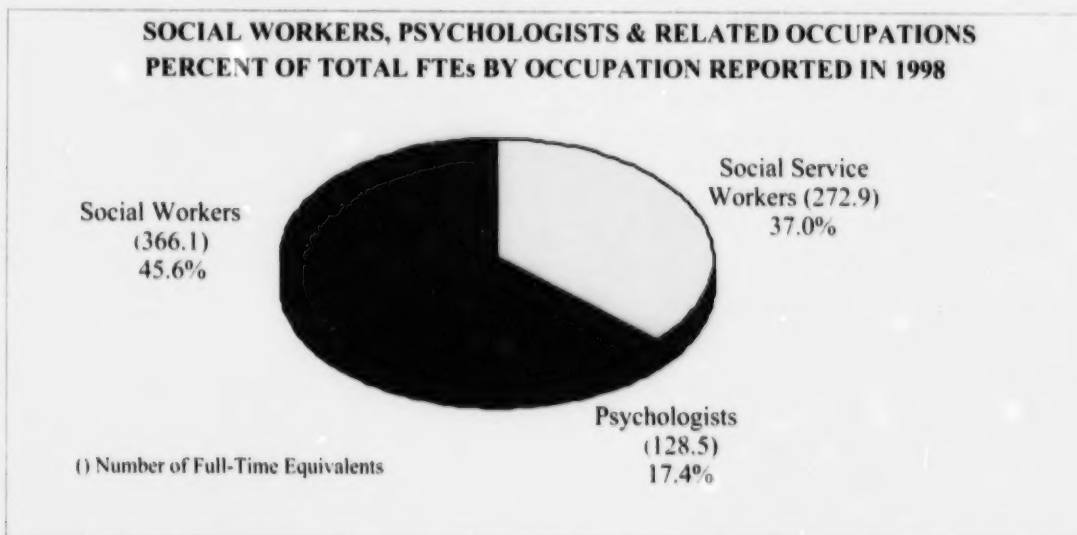


Figure 20.

- As reported in 1998, males occupied 38.2% and females 61.8% of this sector, similar to 1997.
- In 1998, 2% fewer positions (58%) were reported as being full-time compared to 1997. Northern Saskatchewan reported 84% full-time employees; Regina reported 47% full-time; Saskatoon 59%; and rural Saskatchewan reported 66% full-time employees.
- The vacancy rate for this sector was calculated as 5.5%, almost double the overall provincial average. The turnover rate for this sector was 8.3%. Both rates represent increases from 1997 of about 2% to 3%.

- Psychologists reported the highest vacancy rate in this sector, 12.6% up from 9.5% the previous year. The vacancy rates for Psychologists were: 18% in Saskatoon (with a 13% turnover rate), 5.9% in Regina, and 2.2% in rural areas.
- Northern Saskatchewan reported two vacant positions in this sector, one for a Psychologist and one for a Social Worker in 1998.
- Few employers responded specifically with comments about this sector. Their comments are summarized as follows:
 - First Nations Social Workers and Psychologists are in demand.
 - Certified Addictions and Youth Counsellors are relieving some of the demand for Social Service Workers.
 - Mental Health Therapists who are degreed professionals in education, psychology or related disciplines, are relieving the demand for Social Workers and Psychologists.
 - Fee-for-service or contracted work may become the trend in this sector rather than direct employment by health districts.
 - First Nations administration of health services on reserve may have a significant impact upon this sector over the next few years.
- First Nations, the northern health districts as well as some southern health districts reported a need for Mental Health Therapists, Addictions and Youth Counsellors. Counsellors are either required to be certified or have 'on-the-job' experience and training. Mental Health Therapists may qualify with degrees in disciplines such as Education, rather than requiring Psychology or Social Work degrees.
- Some respondents indicate that occupational substitution is a less costly alternative to hiring Social Workers and Psychologists. Some employers also anticipate that these professions will continue to be in short supply.
- Northern health districts and tribal councils hire Addictions and Youth Counsellors, as well as Mental Health Therapists, as part of the development of their mental health services which they are designing to meet specific needs in their population and culture.
- The survey does not have a separate category for the occupations of Addictions and Youth Counsellors and Mental Health Therapists. In the 1998 survey, these Counsellors have been categorized under Social Service Workers, and Mental Health Therapists have been categorized under Social Workers.

Nursing Occupations¹

- The Nursing sector includes Registered Nurses (RNs), Registered Psychiatric Nurses (RPNs) and Licensed Practical Nurses (LPNs). Registered Nurses were categorized as Critical Care, Dialysis, Emergency Room Nursing, General Duty, Operating Room (with and without

¹ A separate subsection following this sector on Nursing Occupations reports specifically on Registered Nurses.

- The Nursing sector recorded 11,639 employees or 7,124 FTEs in 1998.
- The Nursing sector is the largest health service sector, accounting for almost 39% of the total FTEs reported in 1998.
- Females continued to dominate Nursing occupations in 1998 at 96.7% of all Nurses, little change from 1997. RNs are 98% female, RPNs are 82%; and LPNs are also 98% female.
- The weighted average ages² of employees in the three Nursing occupations were reported as follows: Registered Nurses (41); Registered Psychiatric Nurses (41); and Licensed Practical Nurses (43). RNs and LPNs have aged by one year on average from 1997, indicating a fairly static occupational group, with relatively few younger graduates entering the Nursing workforce.
- In 1998, Registered Nurses were reported to total 76.1% of the entire nursing FTEs in 1998.
- See Figure 21 for the FTE composition of the Nursing sector. RNs are separated into two groups: General Duty RNs, and "Other" RNs or RN specialties, such as Dialysis, Emergency Room, Primary and Critical RNs. The composition of Other RNs and their specialized areas is included in the subsection for Registered Nurses. (See Figure 26.)

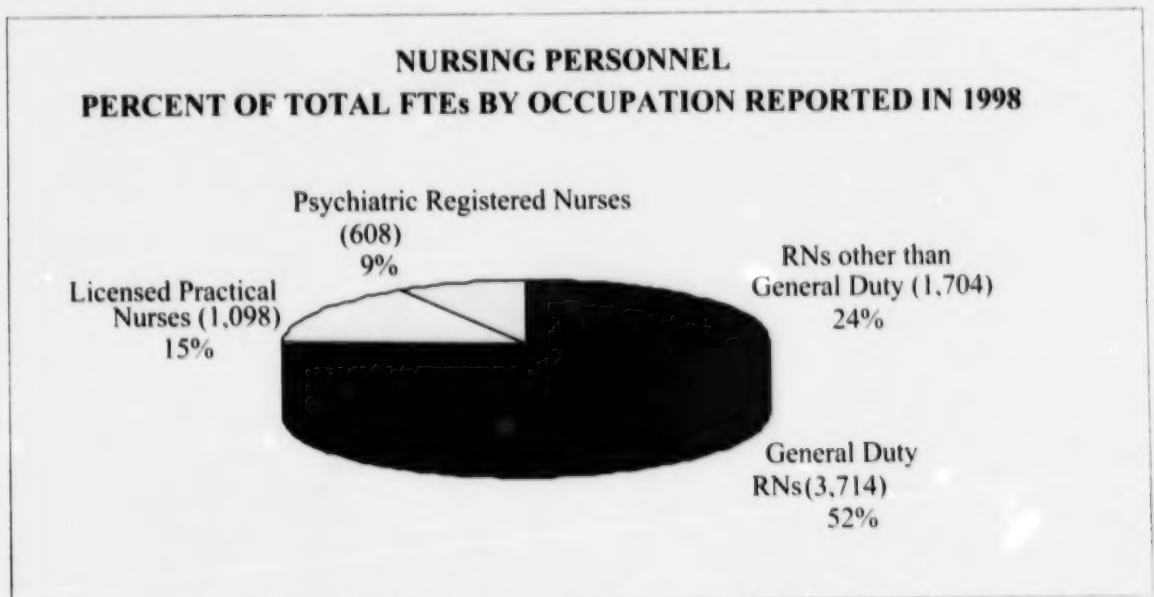


Figure 21.

² The weighted average age was calculated based on only the surveys providing the average age of Occupations within each Nursing profession.

- See Figure 22 for the composition of employment status of Nursing occupations.

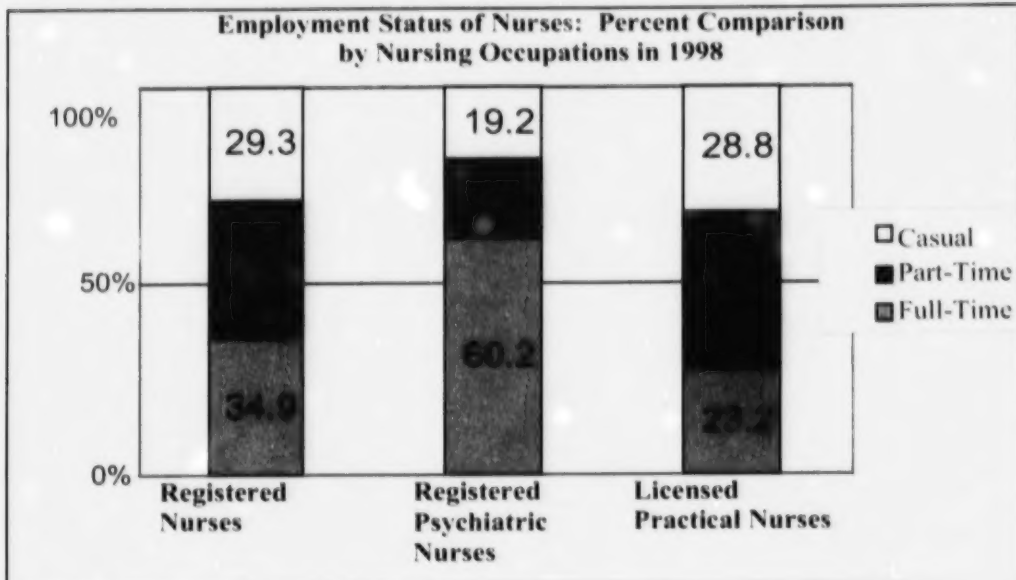


Figure 22.

- In 1998, the percent of Nursing employees reported working full-time was 36.6% compared to 34.9% for part-time and 28.5% for casual, a reduction of 4% in casual employment from 1997.
- Rural Saskatchewan employed 54.6% of all reported LPNs (600 FTEs); Saskatoon employed 18.9% LPNs; Regina 25% LPNs; and 1.4% LPNs worked in northern Saskatchewan.
- Over 60% of the FTEs for RPNs were reported in rural Saskatchewan; 23% in Saskatoon 14.5%; in Regina; and 0.5% in northern Saskatchewan.
- 47% of all Registered Nursing FTEs were reported in rural Saskatchewan; 31% in Saskatoon; 24.5% in Regina; and only 1% of Registered Nursing FTEs in northern Saskatchewan. (For a more detailed description of the RN employment situation, see the separate subsection at the end of this Nursing Sector.)
- Figure 23 compares the trends in vacancy rates of the three Nursing occupations over 5 years.

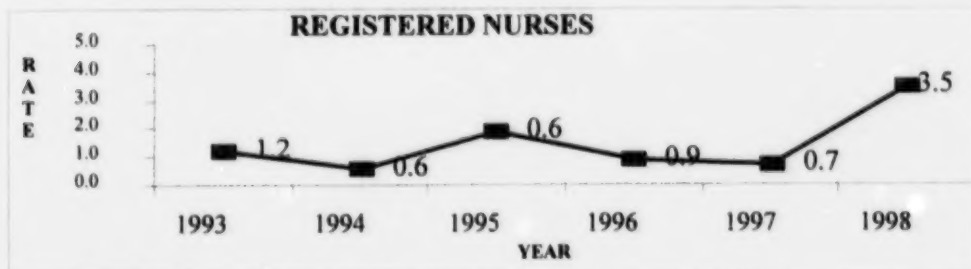


Figure 23.

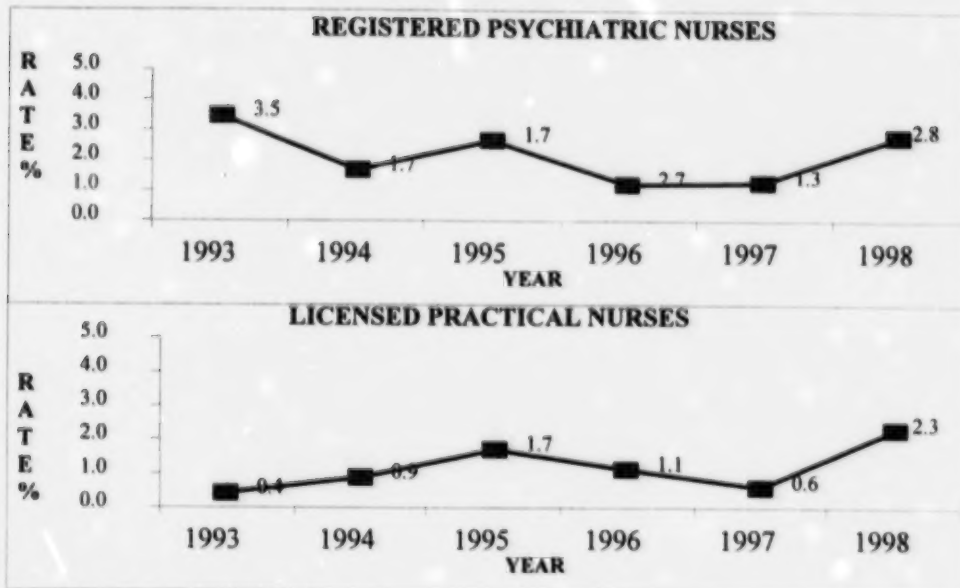


Figure 23, con't.

- The vacancy rate for all Nursing occupations in the province is calculated at 3.3% in 1998, about 1% higher than the 2.4% vacancy rate for all health service occupations in 1998.
- The vacancy and turnover rates in the three main Nursing categories were as follows: Registered Nurses 3.5% vacancy and 5.3% turnover rate; Registered Psychiatric Nurses 2.8% vacancy and 4.7% turnover; and Licensed Practical Nurses 2.3% vacancy and 2.6% turnover.
- For a regional comparison of Nursing vacancy and turnover rates, see Figure 24.

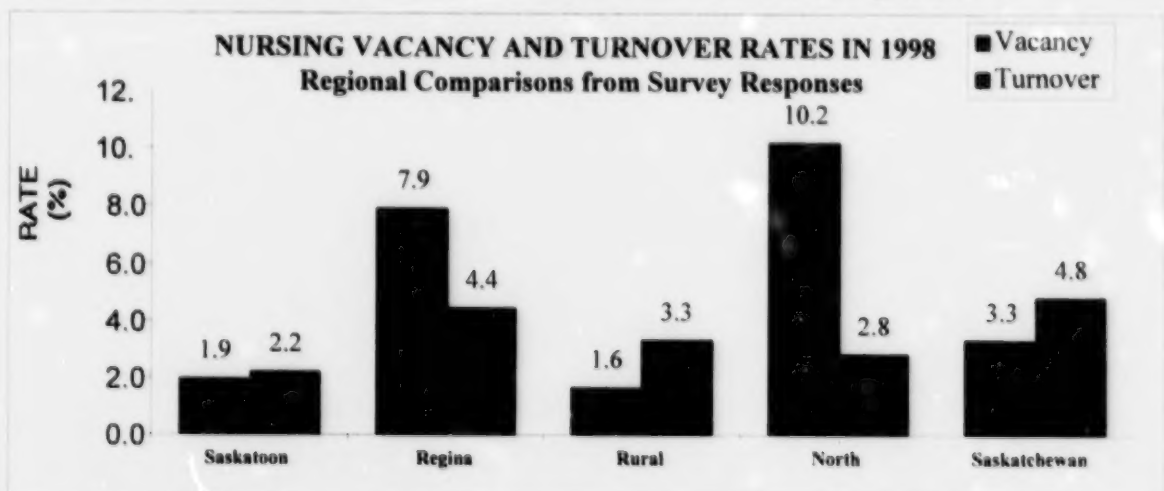


Figure 24.

- In northern Saskatchewan, vacancy and turnover rates for all Nursing occupations were reported at 10.2% and 2.8%, respectively. In Regina, the vacancy and turnover rates were 7.9% and 4.4%. Both regions report vacancy rates higher than turnover rates. The usual trend is for turnovers to be higher than vacancies which indicates normal employment activity.
- Excluding the northern and Regina regions, the Nursing sector has a 1.7% vacancy rate and 4.7% turnover rate. Both Saskatoon and rural Saskatchewan report relatively low vacancies and turnovers. In Saskatoon, the Nursing rates are 1.9% for vacancies and 2.2% for turnovers. Rural Saskatchewan, reports rates of 1.6% vacancy and 3.3% turnover.
- The reported turnover rate for all Nursing occupations remained the same as the previous year at 4.8%, and is slightly lower than the aggregate turnover rate of 5.3% for all health service occupations.
- Regional comparisons of FTEs provided by the major Nursing occupations are reported in Figure 25.

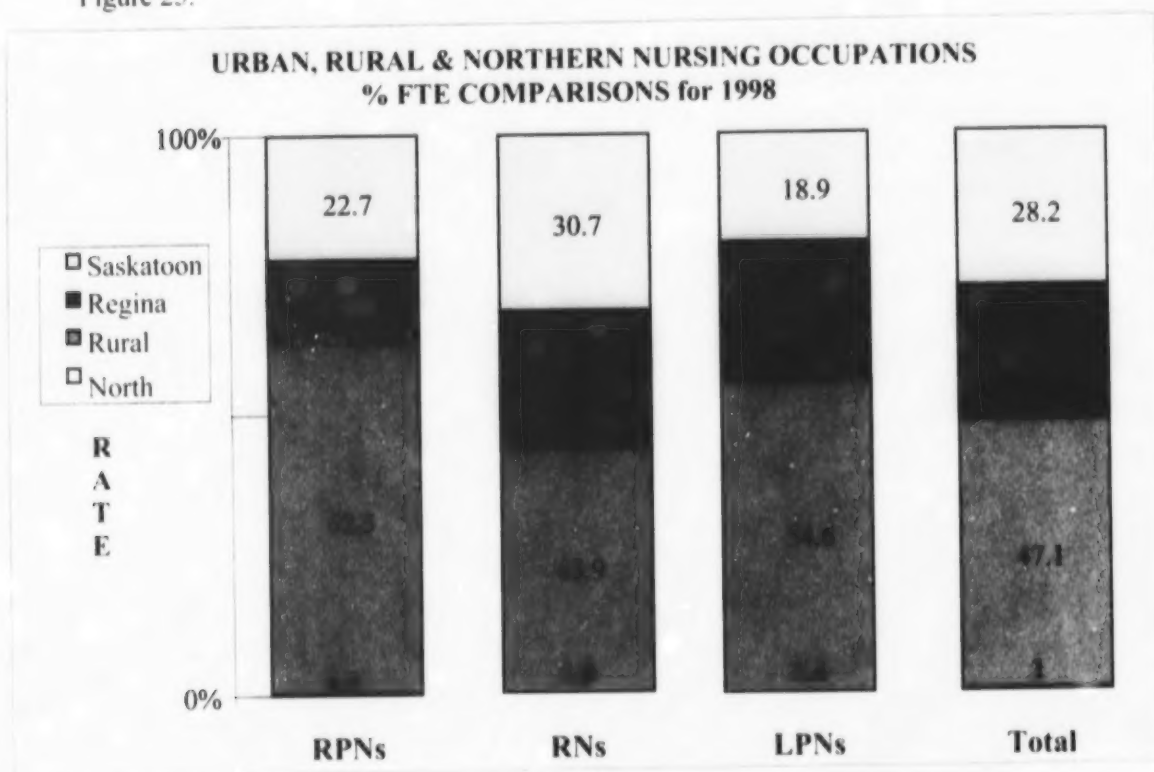


Figure 25.

- Figure 25 reports on the distribution of FTEs by nursing group in 1998. More than half the Registered Psychiatric Nurses and Licensed Practical Nurses are working in rural Saskatchewan. LPNs are in greater demand in Regina than in Saskatoon. However, Saskatoon employs more RPNs and RNs than Regina.

- See Figure 26 for a district-by-district comparison of the vacancy rate for all Nursing occupations reported in 1998.

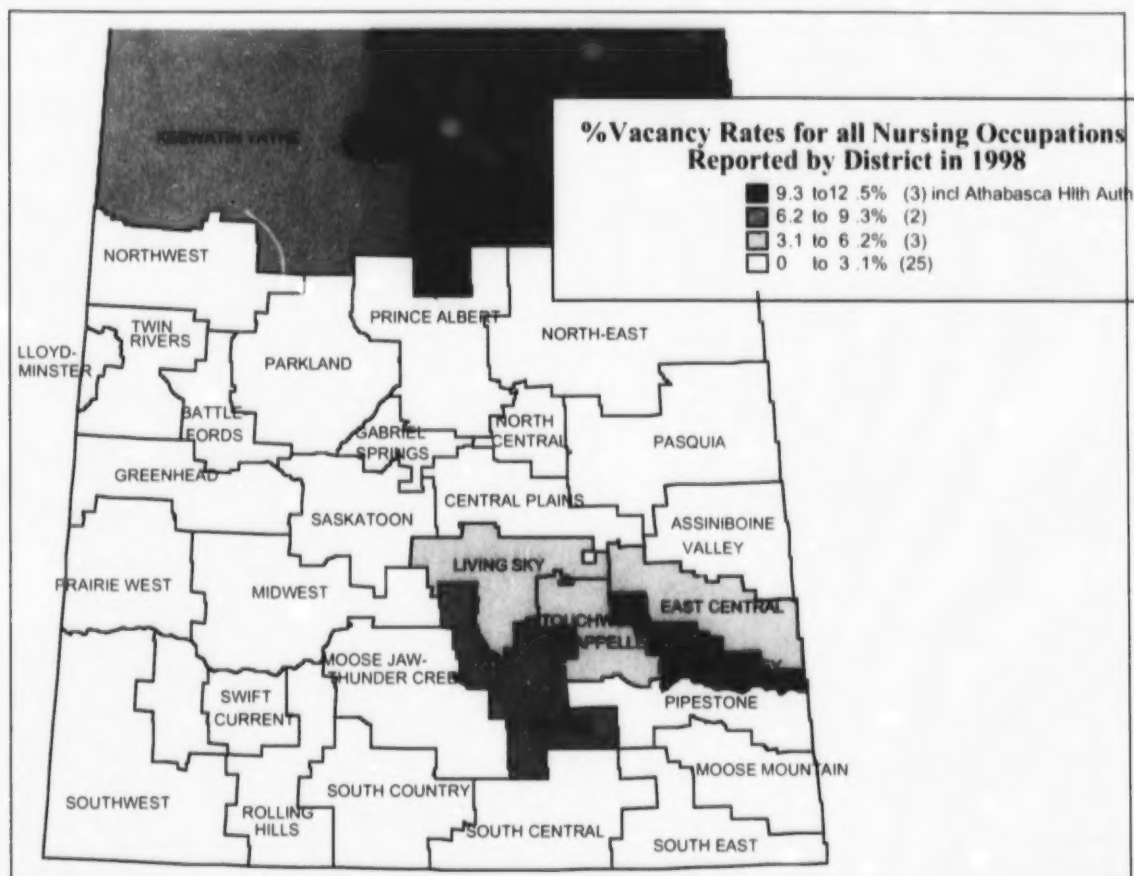


Figure 26.

- Nursing FTEs reported in 1998 were slightly less (0.6%) than in 1997. Yet the number of Nursing positions actually rose by 3.5%. This may be partly due to the addition of new positions in 1998; as a result, positions are counted, but Nurses in these positions worked only partial FTE hours, with some positions not yet filled at the end of 1998.
- Consequently, the average number of FTE Registered Nurses per 1,000 population was 5.2, down 0.2 from 1997; for Licensed Practical Nurses, 1.1 LPNs per 1,000 populations, a slight increase; and Registered Psychiatric Nurses had the same proportion of FTEs as the previous year, 0.6. (See Appendix 12 for more detail.)
- 85% of health districts reported issues in the recruitment and retention of Registered Nurses, particularly casual staffing issues.
- One-half of the health districts commented on the recruitment and retention of Licensed Practical Nurses; one-quarter for Registered Psychiatric Nurses.

- Health service employers reported few issues with RPNs.
- Most comments indicate that, in spite of the relatively low vacancy rate of less than 3.1% in most health districts, as illustrated in Figure 25, several health districts anticipate difficulty in recruiting and retaining Nurses, RNs in particular. For a separate report on RNs, see the following subsection.
- Some health districts are paying for bursaries, registration/licensing fees and other additional benefits to attract and keep RNs and LPNs. Career development and upgrading are issues in recruiting and retaining employees, as well as financial incentives to retain RNs and incentives to recruit new RNs.
- Both public and private employers who responded see increased recruitment, training and enrolment in RN and LPN courses as crucial to alleviating the current pressures to employ RNs.
- Some health districts are re-evaluating health services and the roles of Nurses to determine the skills and qualifications required for specific tasks. For instance, many LPNs are qualified to administer medications. Personal Care Home administrators are also expressing an interest in expanding the skills and duties of LPNs.
- Some private sector employers of nurses feel they cannot compete with public salaries and benefits and, consequently, may be the first to experience the effects of most changes in the Nursing labour market.

➤ ***Registered Nurses***

- General Duty Registered Nurses constitute half (52%) of all Nursing FTEs and two-thirds of all FTEs for Registered Nurses.
- Compared to the previous year, 1998 saw significant increases in the number of reported FTEs in the following RN specialities: Dialysis, Critical Care, OR, Emergency, Occupational and Public Health. A decrease in FTEs was reported for Primary Care Nurses.

- See Figure 27 for the composition of Registered Nursing occupations in specialized areas.

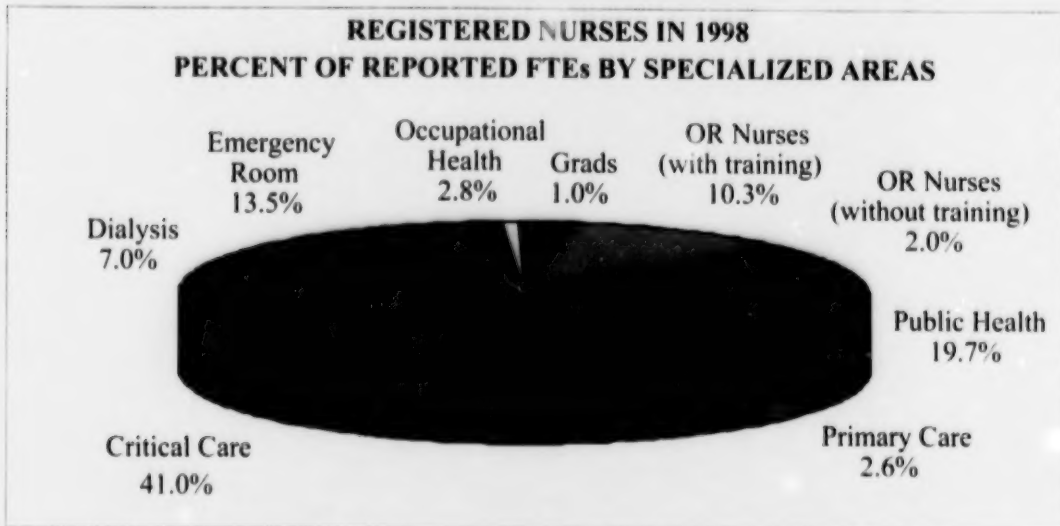


Figure 27.

- Critical Care Nurses are those RNs with specialized training to work in Intensive Care Units. They are the second largest group of RNs next to General Duty RNs. Public Health and Emergency Room RNs are the next largest groups.
- The youngest category of RNs, the Graduates, reported an average age of 36 years, 4 years younger than the provincial overall average age of 40 years. Critical Care Nurses are the next youngest RNs at an average of 39 years. The oldest nursing group is the Operating Room RNs at 44 years. General Duty RNs are an average age of 41 years.
- Comments from employers who responded to the survey indicate that the size of the pool of casual RNs available had decreased significantly over 1997, and that part-time and casual employees became increasingly unavailable for on-call, unscheduled duty in 1998.
- Even though Primary Care RNs are reported to have few FTEs available for casual work, employers reported that 12% of Primary Care RNs had casual status. (See Appendix 6.) This may indicate that regardless of the amount of work available, there is a threshold number of casual staff required to fill in for unscheduled leaves of absences, such as sick time, etc., particularly in occupations requiring shift work and on call duty.
- For a district-by-district view of the percentage of casual RNs employed, see Figure 28.

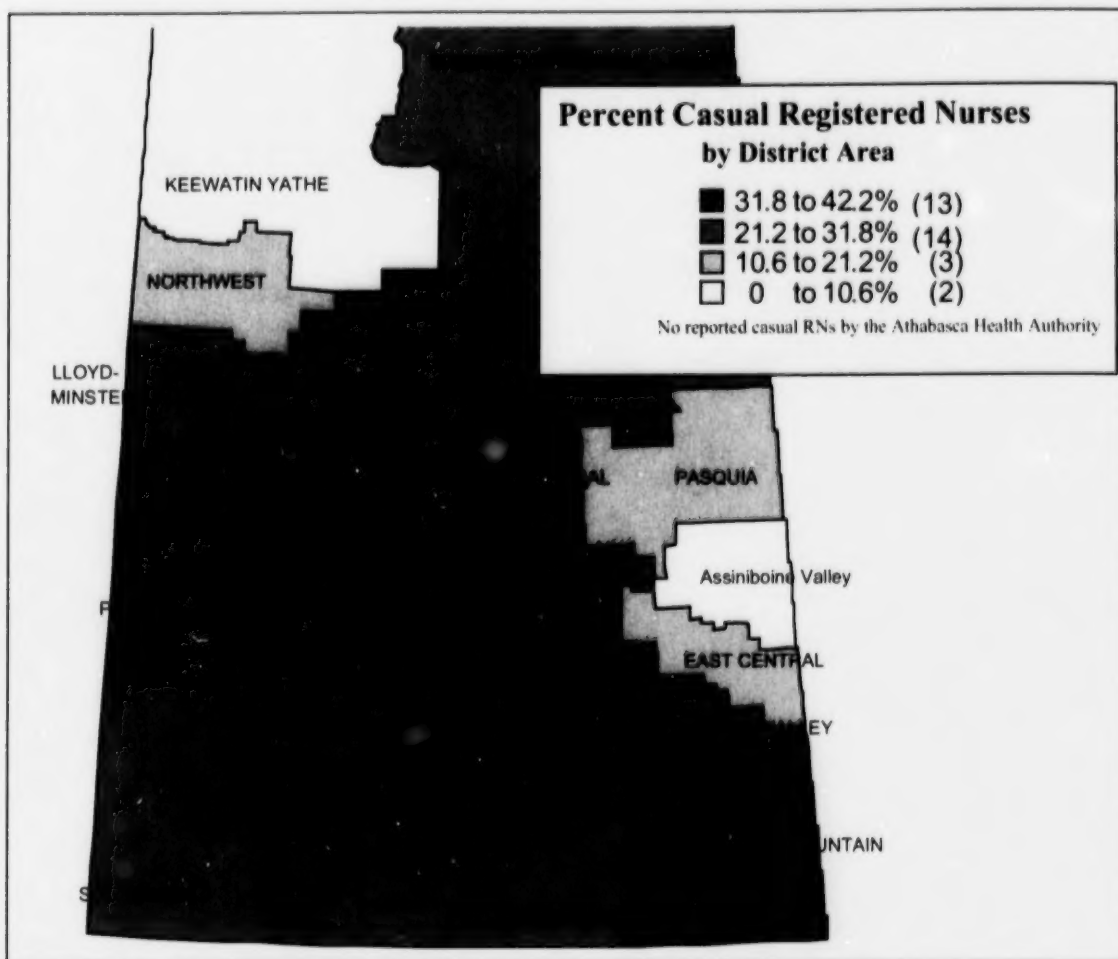


Figure 28.

- Employers report that some of their casual staff also work one or more part-time and/or casual positions in other facilities and health districts. Employers have been requesting more flexible working times from casual employees, but other employment within or outside of the district may reduce the availability of RNs for on-call or casual work.
- Employers report that lifestyle choices also reduce the flexibility of their RNs to work casual hours, especially in rural areas, where family and farm life affect the amount of time available for casual work.
- Provincially, General Duty RNs reported vacancy and turnover rates of 3.7% and 6.4%.
- For vacancy and turnover rates by region for General Duty Nurses, see Figure 29.

**URBAN, RURAL AND NORTHERN COMPARISONS GENERAL DUTY NURSES
VACANCY AND TURNOVER RATES AS REPORTED IN 1998**

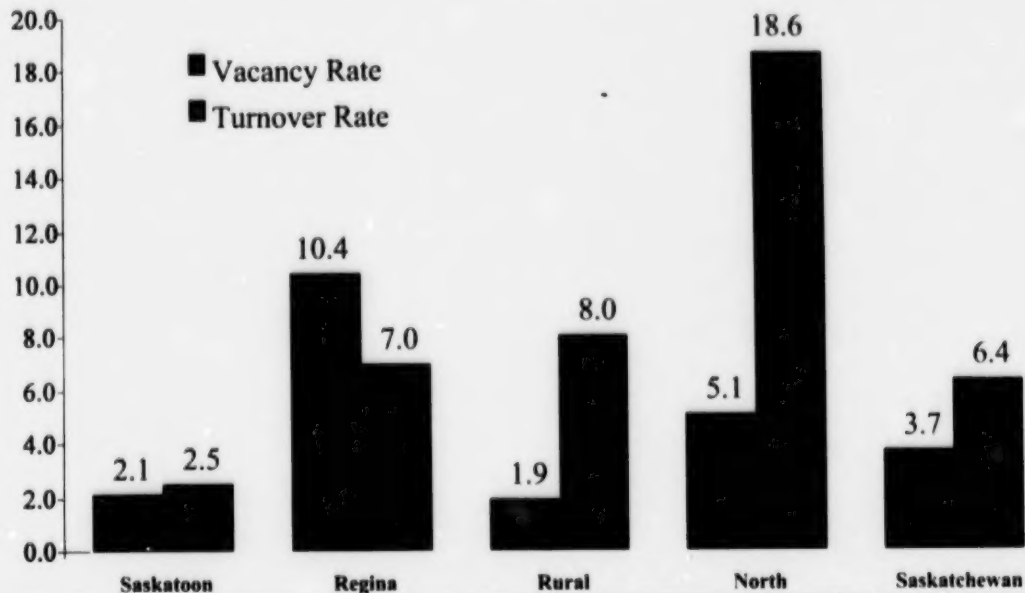


Figure 29.

- General Duty Nurses are calculated to have a 5.1% vacancy rate in 1998 and a 18.6% turnover in northern Saskatchewan; 2.1% and 2.5% in Saskatoon; and in rural Saskatchewan, 1.9% vacancy and 8% turnover rates.
- Regina reported a 10.4% vacancy and a 7% turnover rate for General Duty RNs. This may reflect the addition of new Nursing positions in 1998. Excluding Regina, General Duty RNs in the rest of the province have a 2% vacancy rate and a 4.6% turnover rate; both lower than the provincial overall rates of 2.4% vacancy and 5.8% turnover rates.
- Health service employers have commented that casual RNs are usually offered the permanent positions as they become vacant. It would follow that health districts with the lowest proportion of casual employees would see their vacancy rates rise sooner or higher than health districts with a larger pool of casual employees.
- The Regina Health District reports a lower proportion of casual nurses available, compared to Saskatoon and a few other health districts with larger centres, such as South East, Prince Albert and Moose Jaw/Thunder Creek.

- For the vacancy rates of Registered Nurses by health district, see Figure 30.

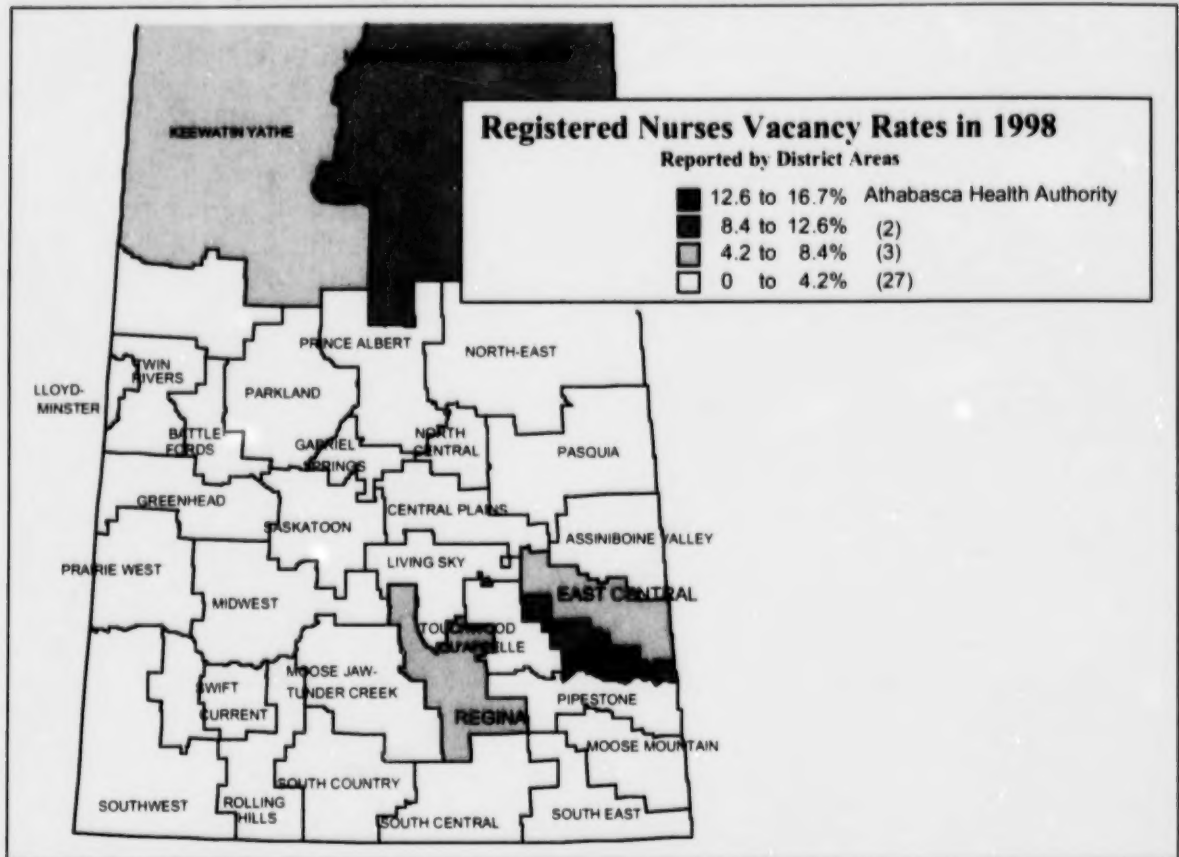


Figure 30.

- There is a correlation between the percentage of casual employees and vacancy rates. Those few health districts in the south with greater than 4.2% vacancy rate as shown in Figure 30, also report relatively low proportions of casual employees, as illustrated in Figure 28.
- This correlation between casual employment and vacancy rates may indicate that, over the past few years, fewer graduating nurses and limited employment opportunities within the district or province has caused a depletion in the pool of casual and new RNs.
- Many employers have commented that they need to recruit outside of the province to fill positions. The labour market has very little room to move domestically until more RNs are trained. Even then, most employers prefer experienced RNs because many RNs need to work relatively independent in smaller communities and facilities.

- A few employers have stated that some casual RNs prefer to work in nearby larger centres, rather than the district in which they live.
- For a distribution of FTEs for RNs per 1,000 population by health district, see Figure 31.

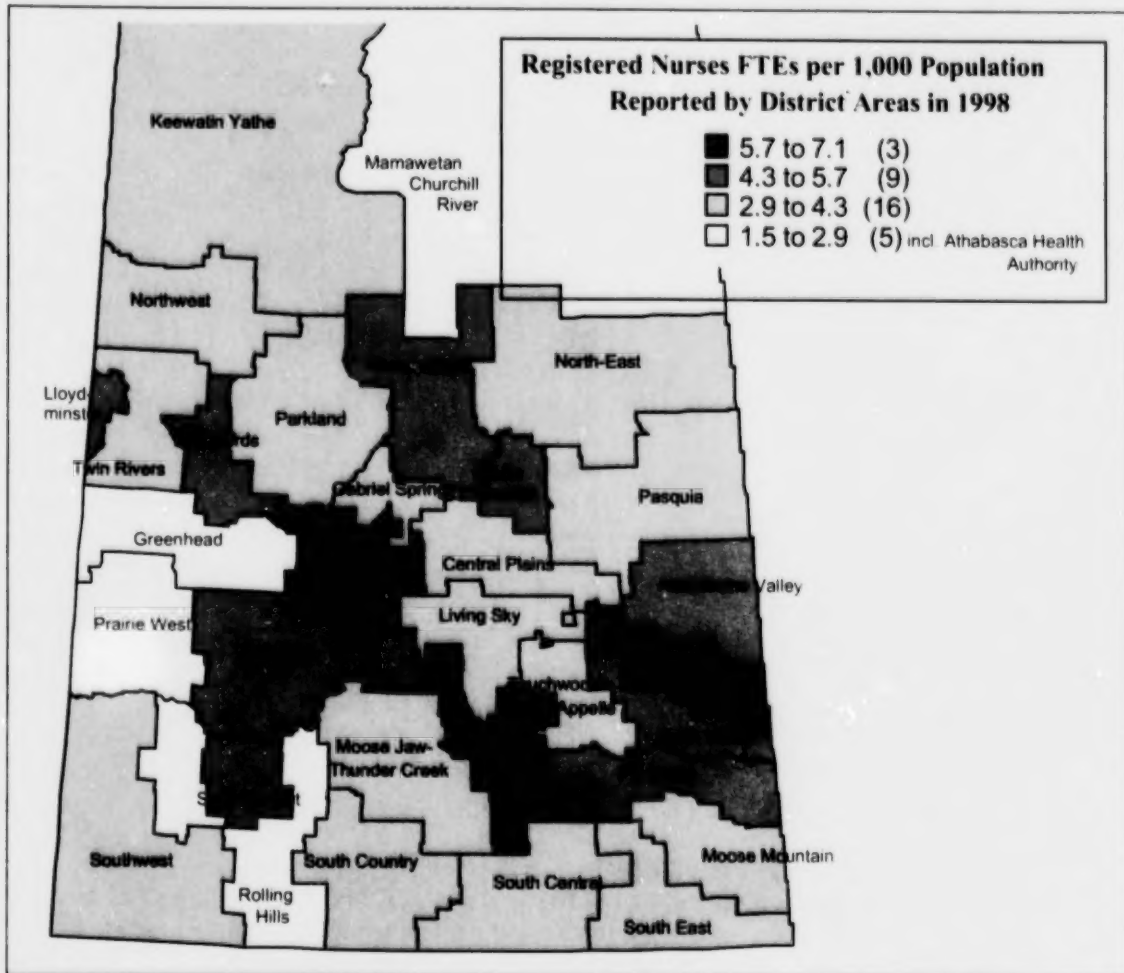


Figure 31.

- The aggregate distribution of reported FTEs for RNs per 1,000 population in the province is 4.8 FTEs: For General Duty Nurses, it is 3.2 FTEs per 1,000 population; for Public Health RNs, 0.3 FTEs; and for Critical Care RNs 0.7 FTEs. All other speciality RNs had 0.6 FTEs per 1,000 population.
- General Duty Nurses are concentrated in larger centres. Nursing specialties are also concentrated in health districts where technologies and other specialized health services are located.

- Health service employers reserved most of their comments for the recruitment and retention issues of RNs. This is the largest occupational group, and therefore, attracted the majority of concerns.
- Employers made the following observations:
 - RNs are aging and due to retire soon; and
 - The number of RN graduates has been declining since 1992 while the number of full-time positions has remained the same.

Employers proposed the following solutions:

- Increase enrolment (seat capacity) in the Nursing Education Program in the province;
 - Provide a less expensive alternative to RNs in the delivery of some health services;
 - Increase funding for recruitment and retention by offering financial incentives to cover travel expenses, housing, nursing bursaries, etc; and
 - Coordinate recruitment efforts with Saskatchewan Association of Health Organizations (SAHO), Saskatchewan Union of Nurses (SUN) and other health service organizations.
- Employers reported that the current critical recruitment issue revolves primarily around casual staffing. They noted that:
 - Most casual staff are working part-time in other facilities and are unavailable for on-call duty;
 - RNs working casually will prefer full-time and part-time positions; and
 - Casual staff are difficult to attract and retain in rural areas.
 - Health service employers report they have been working to alleviate RN recruitment and retention issues by:
 - Having RN Administrators take up shift work on the wards to fill in unexpected vacancies due to sick leave, etc.;
 - Increasing use of overtime;
 - Reviewing job descriptions and skills to combine or re-assign positions to other professions such as LPNs;
 - Reviewing scheduling to consolidate staffing between facilities;
 - Intensifying recruitment and retention processes;
 - Co-operating with educational institutions and with SUN and SAHO to develop programs to accommodate working RNs and to attract students;
 - Offering incentives such as moving expenses and signing bonuses, paying for travel between work sites/facilities, and providing summer jobs, bursaries, etc. to students; and
 - Recruiting former RNs within the health districts to return to work by offering incentives such as paying to upgrade skills and renew licences.

Health Care Aides

- This sector consists of Special Care/Health Care Aides, Nurse Aides and Home Care Aides. Figure 33 shows their percentage by FTEs and total counts reported in Saskatchewan.

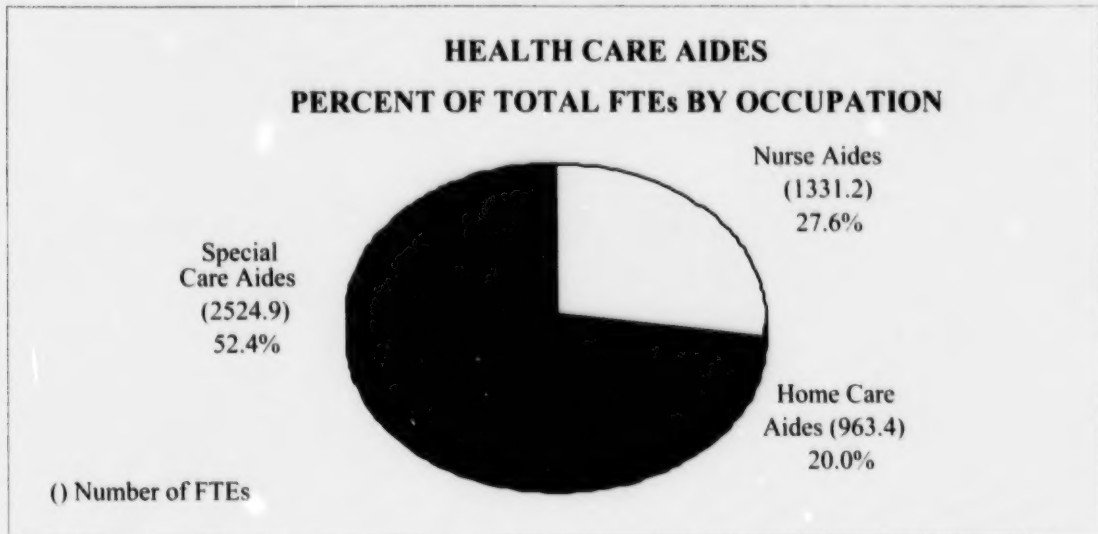


Figure 32.

- The Health Care Aide sector reported 8,289 employees or 4,819 FTEs, slightly more FTEs than reported in the previous year.
- Health Care Aides constituted about one-quarter or 26.4% of total health service employees reported in 1998, down from about 33% in 1997.
- The percentage breakdown by employment status for Health Care Aides is reported as 30.7% full-time, 41.4% part-time and 27.9% casual in 1998; these are slight increases in full- and part-time employment, and a slight decrease in casual employment from 1997.
- Special Care/Health Care Aides are reported to consist of 4,360 employees in 1998; employers answering this survey also report these Aides working a total of 2,525 FTEs. This occupational category is the second largest health service provider group surveyed after General Duty Nurses.
- 95.2% of Health Care Aides were reported to be females, the same as 1997.
- The weighted average ages³ in the three Health Care Aide occupations were as follows: Special Care/Health Care Aides (41 years); Nurses Aides (40); and Home Care Aides (42). For Special Care/Health Care Aides, this is a one-year increase from 40 years of age in 1997, indicating that this sector is not attracting many young recruits. Home Care Aides are getting older, increasing in average age by a two years from 1997.

³ The weighted average age was calculated based on only the surveys providing the average age of Occupations within each Health Care Aide profession.

- The majority of reported FTE positions in this sector (74.4%) were located in rural Saskatchewan. This is a 6.5% increase from 1997. Saskatoon employed 18.3%; Regina employed 6.1%; and northern Saskatchewan employed 1.2% of Health Care Aide FTEs, double the FTEs from 1997.
- The gains in 1998 for Health Care Aides in northern and rural Saskatchewan may be largely due to the reorganization of health services by health districts and First Nations in 1997. Community Services and Home Care are becoming increasingly important in northern and rural Saskatchewan.
- The vacancy rates for Health Care Aide occupations in 1998 remained relatively low at 0.8% compared to the total provincial vacancy rate of 2.4%. The turnover rate decreased from 7.0% in 1997 to 5.9% in 1998. This indicates increased stabilization in the employment of Health Care Aides. This may be partly due this sector generally having older employees.
- See Figure 33 for a district-by-district distribution of the 1998 vacancy rates for Health Care Aides.

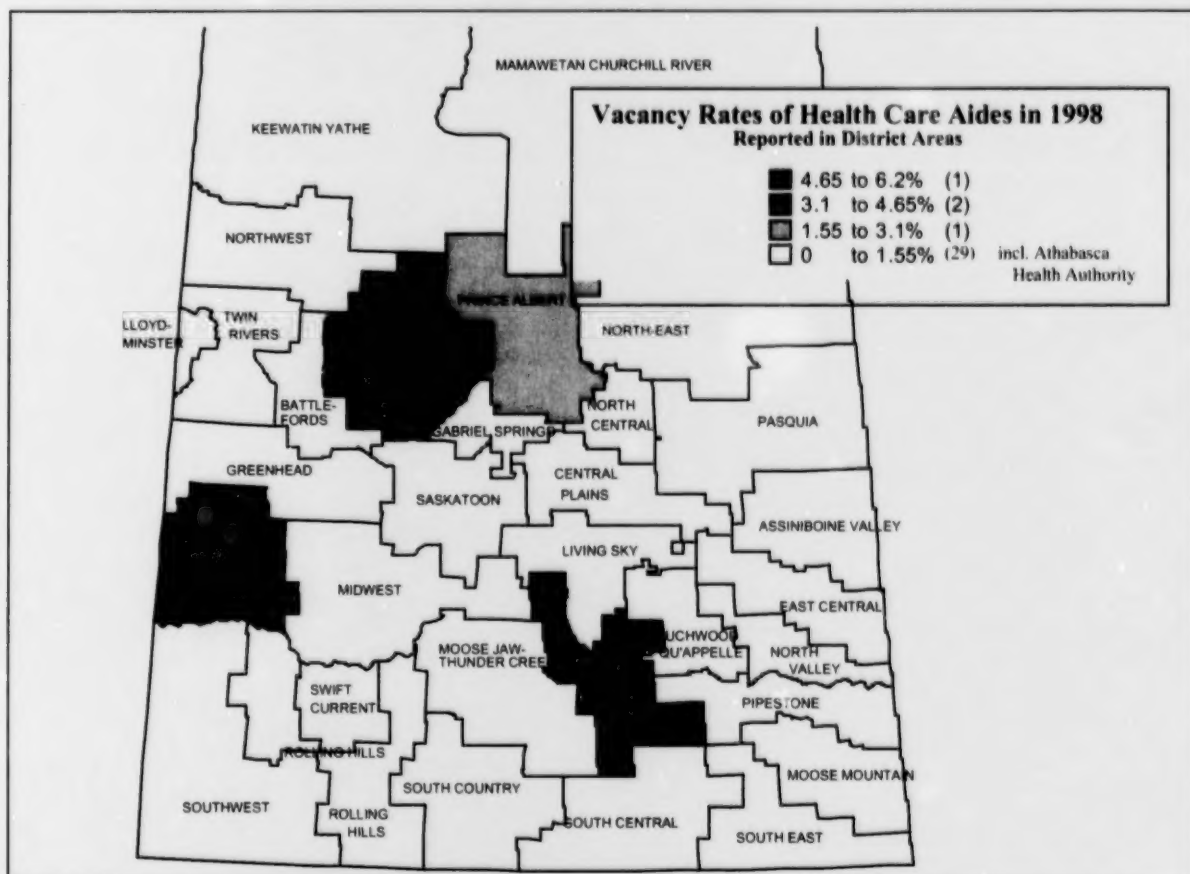


Figure 33.

- For regional comparisons of vacancy and turnover rates for each of the reported Health Care Aide occupations, see Figure 34.

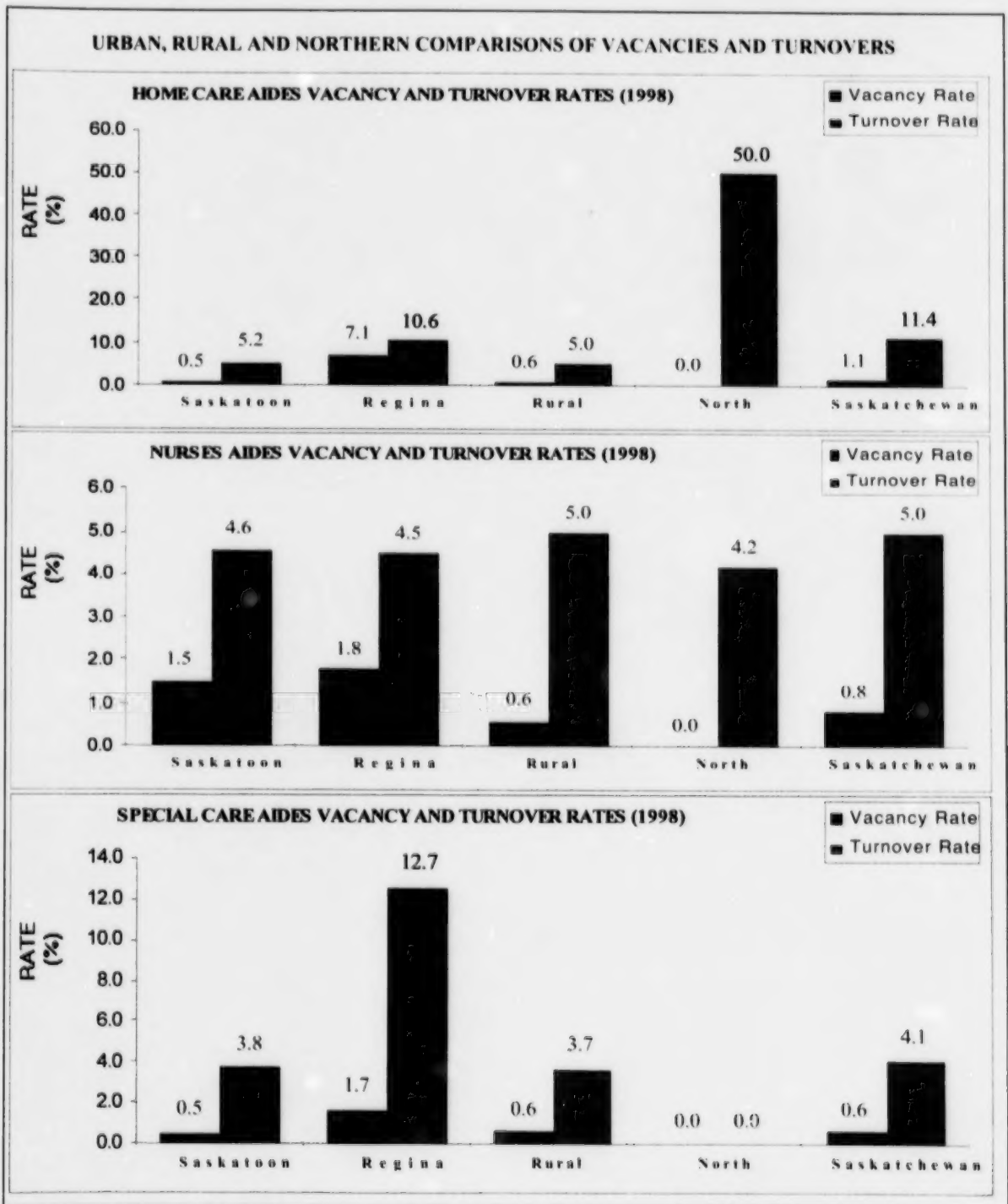


Figure 34.

- The FTEs per 1,000 population reported for Special Care/Health Care Aides is 2.4 in 1998; for Home Care Aides, it is 0.9; and for Nurse Aides, it is 1.3. The overall rate per 1,000 population for FTE Health Care Aide Occupations was 4.6. (See Appendix 12.)
- Few employers of Health Care Aides provided comments to the 1998 survey. The responses within this sector indicate that recruitment issues are very much dependent upon the region. Some areas reported no recruitment difficulties.
- The issues most frequently mentioned by some employers of Health Care Aides were:
 - Difficulty in attracting Special Care and Health Care Aide Occupations for casual/relief work; and
 - Difficulty filling vacancies in special care homes.
- Employers are concerned about the lack of recruitment and retention incentives in the Health Care Aide occupations. Some report that training courses are too expensive for those who wish to pursue training in this area.

Rehabilitation Occupations

- Occupations within the Rehabilitation sector include Physical Therapists, Physiotherapist Assistants/Attendants, Occupational Therapists, Occupational Therapist Assistants/Attendants, Exercise and Recreation Therapies, Audiologists, Speech Language Pathologists, Chiropodists/Podiatrists, and Prosthetists and Orthotists.
- The Rehabilitation sector reported 1,162 employees or 870 FTEs, about 170 more FTEs reported than in 1997. This increase is mostly due to the reclassification of Recreation Therapists and Technologists, as well as the addition of Exercise Therapists and Chiropodists/Podiatrists to this sector.
- Physical therapists (including Assistants/Attendants) comprised 40% of the FTEs reported in Rehabilitation. Occupational Therapists (including Assistants/Attendants) were next at 18.1%.
- See Figure 35 for the distribution of occupations within the Rehabilitation sector reported in 1998.

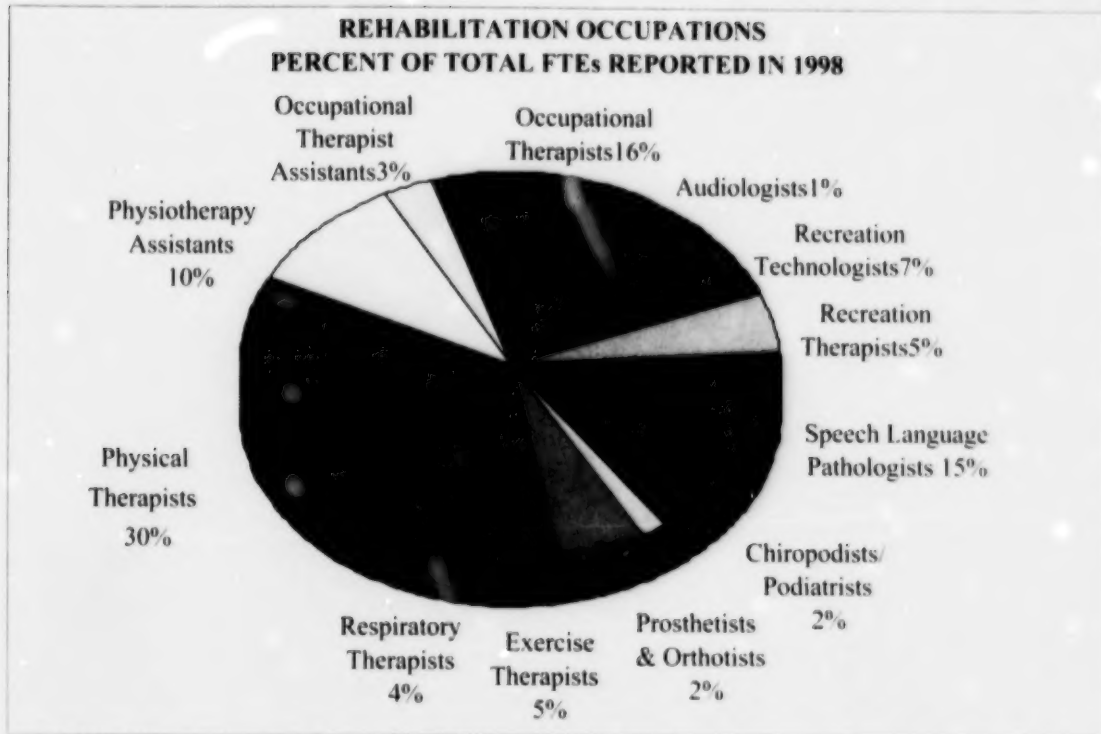


Figure 35.

- 61.5% of the Rehabilitation employees were reported as full-time, slightly higher than in 1997.
- 81.2% of the employees in the Rehabilitation sector were reported female, down 5% from 1997.
- Exercise Therapists were the youngest occupational group in Rehabilitation at an average age of 29 years. Occupational Therapists were the next youngest group averaging 33 years. Prosthetists and Orthotists averaged 45 years of age.
- More Occupational Therapists (43%) and Physiotherapists (38%) were reported in Saskatoon than in other regions. However, most of the Occupational Therapy Assistants/ Attendants (51%) were employed in rural Saskatchewan.
- Only 0.6% of the total positions reported in this sector were located in northern Saskatchewan. 0.5% of the Physiotherapists, and 1% of the Physiotherapy Assistants.
- For a detailed Urban/Rural (excluding northern regions) distribution of Occupational and Physical Therapy positions in Saskatchewan, see Figure 36.

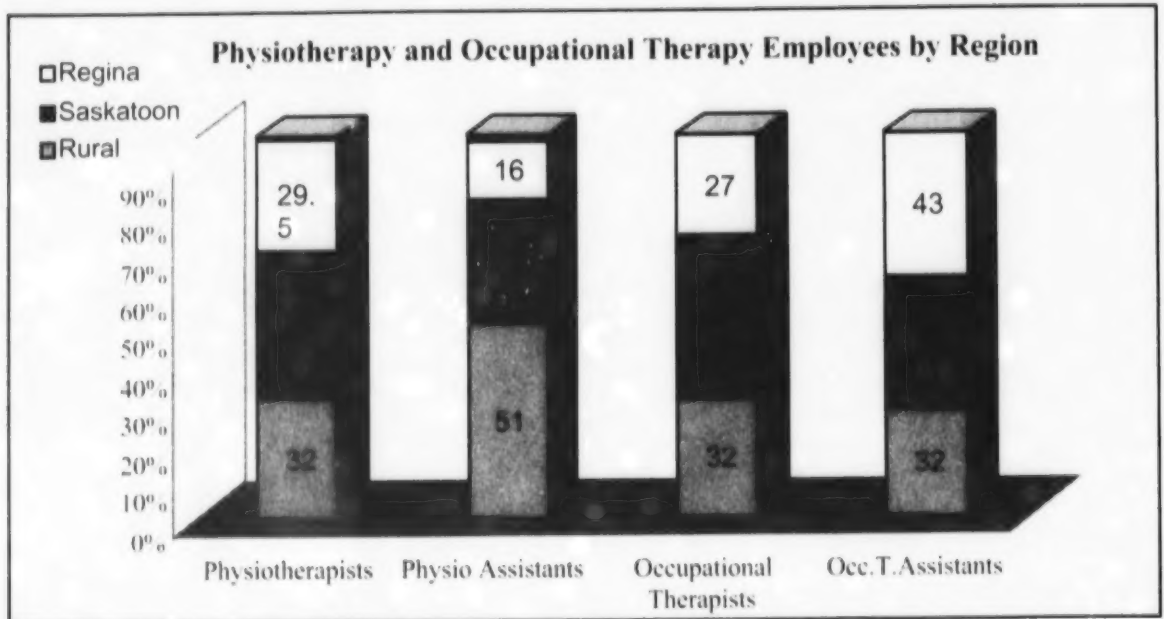


Figure 36.

- Regional vacancy rates in Figure 37 show the percentage vacancy rates for these reported occupations by region.

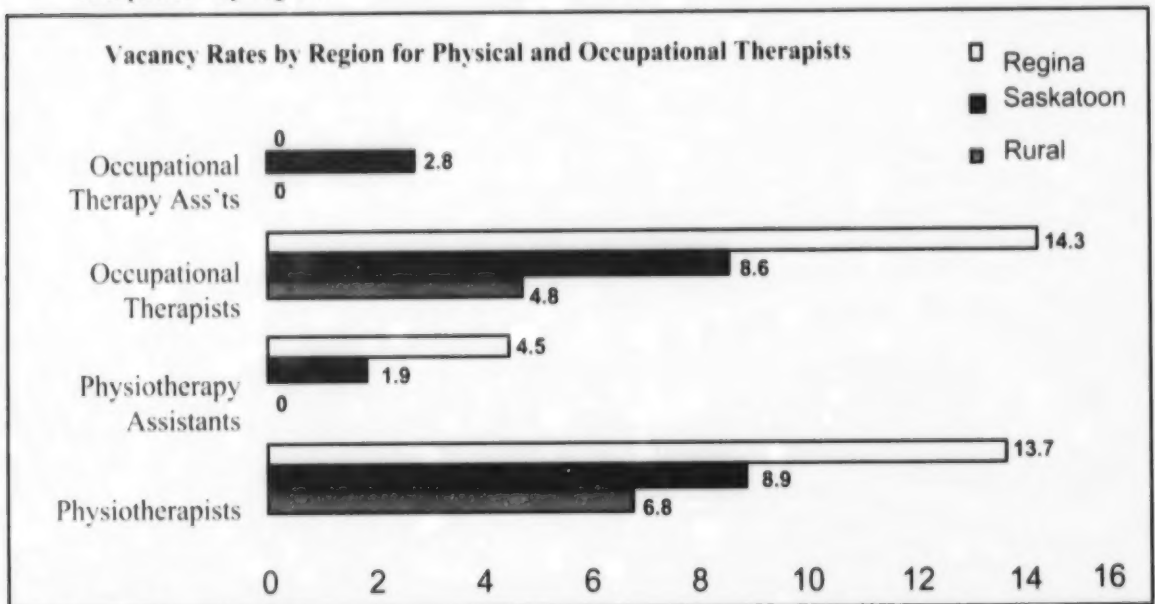


Figure 37.

- The vacancy rate for the Rehabilitation sector was 5.5%, a decrease of over 2% from 1997. The Rehabilitation sector's turnover rate was 8.3% in 1998. Both rates are reported higher than the aggregate provincial averages of 2.4% vacancy and 5.3% turnover rates.

- Regina reported the highest vacancy rates for Physiotherapists at 13%, although their turnover rate was only 2%. The vacancy rate of Occupational Therapists was 14.3% in Regina with little turnover. This may indicate that the district has not been able to fill the vacant positions quickly, although the labour force appears to be relatively stable.
- Saskatoon's Physiotherapists and Occupational Therapists are reported to have relatively lower vacancy rates, but their labour market is relatively more volatile. Turnover rates are between 16% and 18%.
- Turnover rates were also reported relatively high for Exercise Therapists in urban areas, ranging from 15% to 17% in both Saskatoon and Regina.
- Figure 38 shows the trends in vacancy rates for Occupational Therapists, Physical Therapists and Speech Language Pathologists between the years 1993 to 1998. Vacancy rates for all three Rehabilitation occupations have increased.

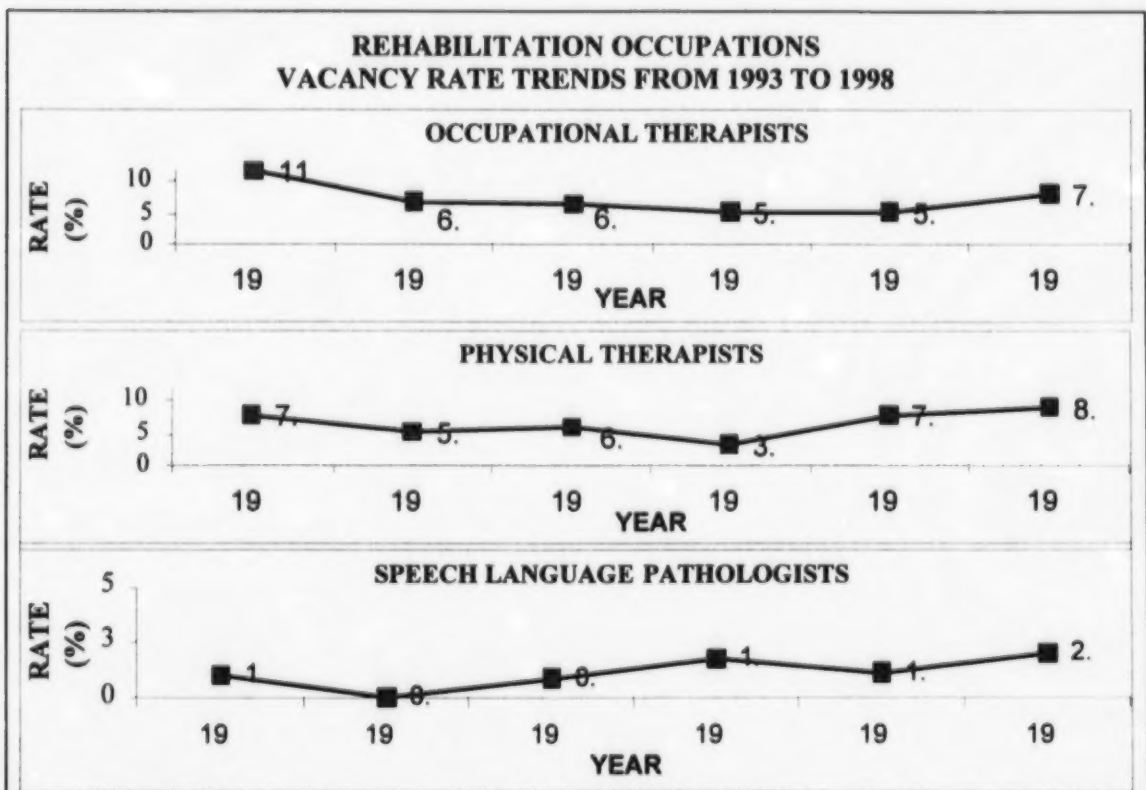


Figure 38.

- The vacancy rates for both Recreation Technologists and Technicians were lower at about 4%. However, their turnover rates were above the provincial average of 5.3%. Recreational Technologists had a 10% turnover rate and Recreational Technicians, a turnover rate of 15% in 1998. However, both rates were lower than the previous year.

- The Rehabilitation Sector reported 0.5 FTEs per 1,000 population in Saskatchewan, compared to 0.6 FTEs provincially in 1997. (See Appendix 12 for a detailed breakdown by occupation.)
- About one-third of the health districts indicated that they are concerned about the recruitment and retention of Occupational Therapists and Physiotherapists in particular. Some districts reported a demand for Chiropodists.
- Northern districts reported concerns with the recruitment of Speech Language Pathologists.
- The few employers who commented specifically on the Rehabilitation sector listed low salaries, the need for increased training, and lack of casual staff as areas of concern.

Dietetic, Pharmaceutical, Health Records, Food Services and Public Health Inspection, and Health Service Management Occupations

- This sector includes Pharmacists, Pharmacy Technicians, Nutritionists and Dietitians, Health Records Technicians, Health Records Administrators, Food Service Supervisors, and Public Health Inspectors.
- The new category of Health Service Managers includes the former category of Nurse Administrators and Coordinators.
- Pharmacists and Pharmacy Technicians are reported as representing one-third of the FTE Occupations in this sector. Health Service Managers also reportedly comprise about one-third of the employees in this sector.
- Dietetic, Pharmaceutical, Health Records and Public Health Services totalled 2,609 employees or 2,144 FTEs in 1998.
- About 2% of these employees and 2% of the FTEs reported in this sector were located in northern Saskatchewan.
- See Figure 39 for the detailed employee and occupational composition of this sector.

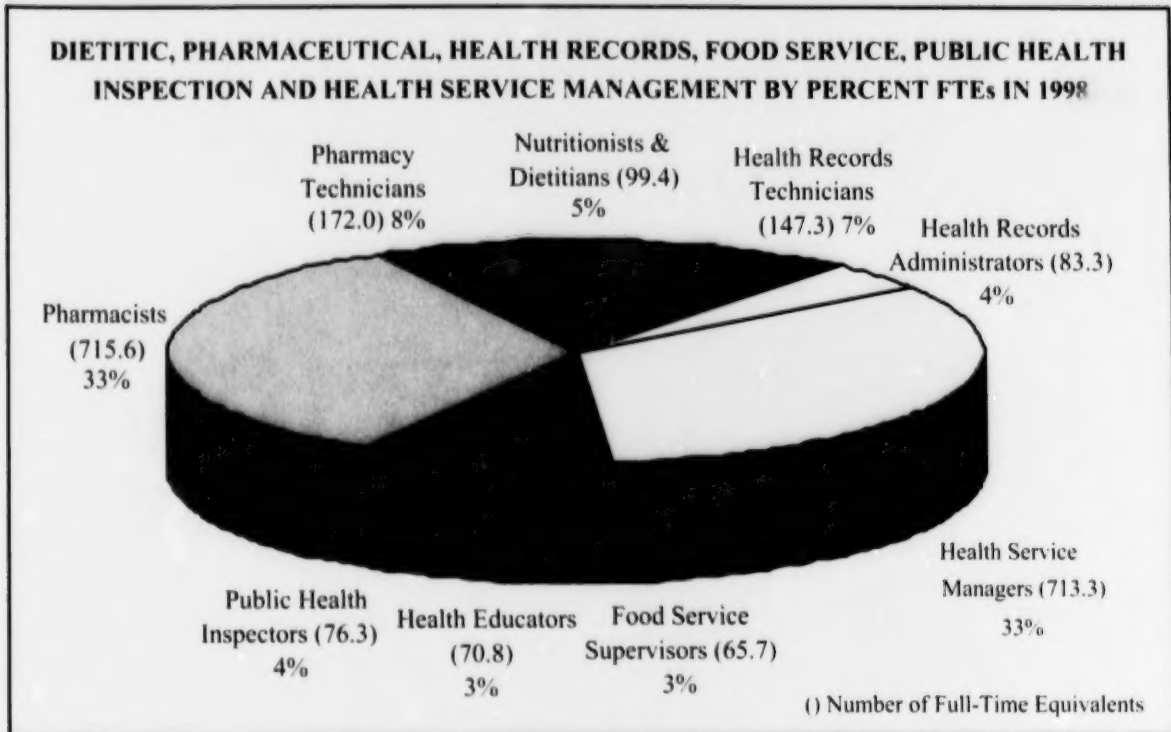


Figure 39.

- 68% of the employees in this sector were reported as employed full-time, 4% more than in 1997. 23.5% were part-time, and a low 8.5% were casual employees.
- 77% of Public Health Inspectors were male and 42% of Pharmacists were male. These occupations were second only to some in the Dental sector for their proportion of males in the health services workforce.
- The average age of Pharmacists is reported slightly younger than the provincial average of 40 years. The newer category of Pharmacy Technicians is 10 years younger than the provincial average. Nutritionists and Dietitians average 38 years. Health Inspectors average 37 years. However the new category of Health Service Managers has captured an older group of employees. Their average age is 45 years old. Health Records employees are also older than average.
- In 1998, this sector's overall vacancy rate of 1.8% remained lower than the provincial average of 2.4%, although the turnover rate was slightly higher at 6.1%.

- Figure 40 reports vacancy rates for Pharmacists, Public Health Inspectors, Nutritionists and Dietitians for the years 1993 to 1998. Vacancy rates for Pharmacists and Nutritionists/Dietitians continued to remain under 2%.

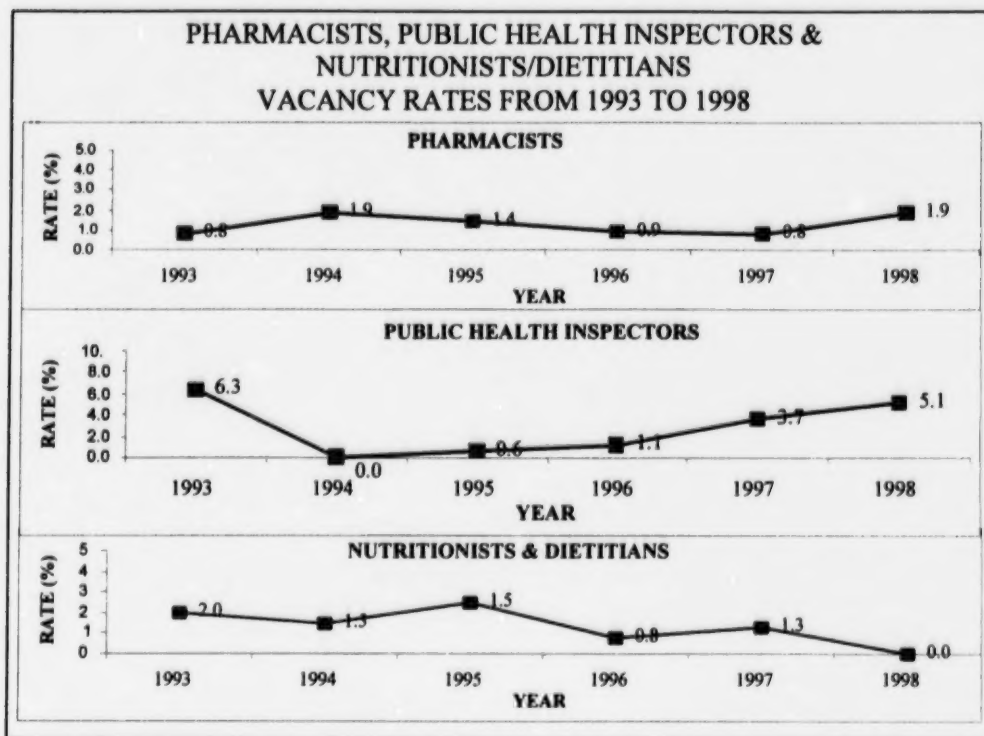


Figure 40.

- Public Health Inspectors had the highest vacancy and turnover rates at 5.1% and 11.5%, respectively. Pharmacy Technicians at 3.8% and Food Service Supervisors at 4.3% have the next highest vacancy rates. The next highest turnover rates were reported for the Health Record Technicians at 9.7%, Health Service Managers at 8.1% and Health Educators at 7.2%.
- Comments from survey respondents in this sector were very few. Given the low vacancy rates for most occupations, most comments singled out specific occupations for possible recruitment issues in the future, namely Nutritionists and Dietitians, Pharmacists, and Health Records Technicians. Comments centred primarily upon the difficulties of providing sufficient incentives for employees to work in smaller rural areas.

For further information, please contact:

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Health Workforce Planning
Human Resources
Saskatchewan Health

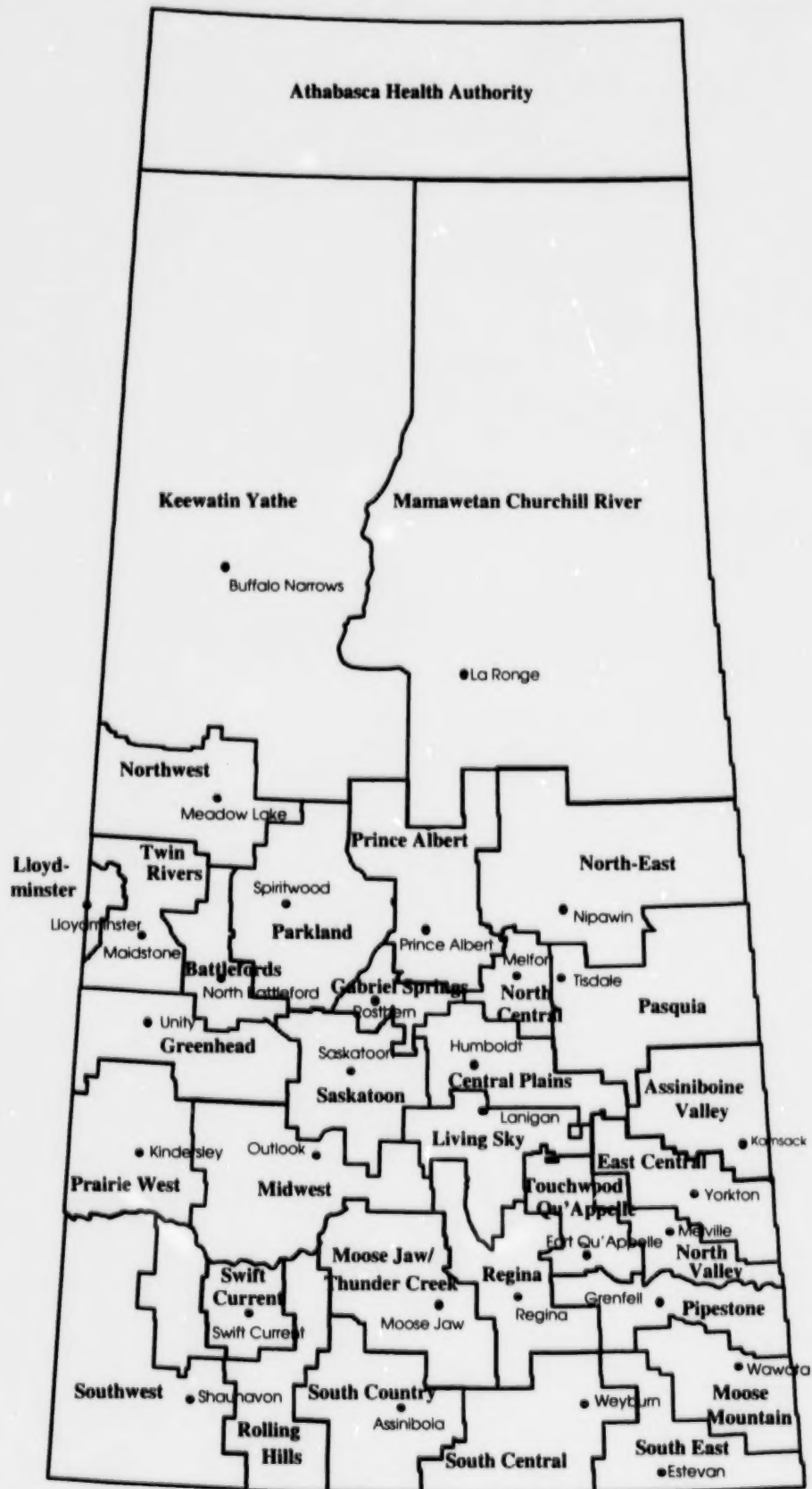
APPENDICES

These Appendices present the 1998 survey data and report calculation results used in the Highlights. They are intended to be used as a guide for the interpretation of this report and for further research. The Appendices are designed for following purposes:

- **Appendix 1** is a map of Saskatchewan's health districts to use as a reference and guide for the distribution maps contained in the report.
- **Appendix 2** contains definitions and formulas used in calculations such as totals and rates or percentages.
- **Appendix 3** is a listing of the response rate to the 1998 survey by each sector and by health district
- **Appendix 4** contains the summary of data, specified by health service occupation for all of Saskatchewan.
- **Appendix 5** lists the gender distribution for the health occupations and for health districts by employment status, i.e., full-time, part-time and casual.
- **Appendix 6** contains information about the numbers of casual employees by occupation. 1997 was the first year that casual employees were included in the total number of health service employees and hours worked. This year's inclusion of more detailed information may provide a more accurate picture of employment in health services. The response from health employers indicates that the measure of casual employment is becoming more crucial as demand for specific health service occupations increases.
- **Appendix 7** provides a district-by-district comparison of the survey responses by occupation of both FTEs and number of positions.
- **Appendix 8** presents the weighted average ages of employees by occupation as reported by the health employers.
- **Appendix 9** presents vacancy rates calculated for each health service occupation reported over the past eleven years.
- **Appendix 10** compares this year's reported FTE, vacancy and turnover statistics with last year's.
- **Appendix 11** presents the trend of FTE percentages for health service sectors over the past 6 years. This chart reports on the changes in human resource allocation in the health sectors.
- **Appendix 12** presents a district-by-district comparison of health services using reported FTEs calculated per 1,000 population.
- **Appendix 13** lists all health professions regulated in Saskatchewan and their contacts to request further information.



APPENDIX 1 - Saskatchewan Health Districts Map



APPENDIX 2

DEFINITIONS AND CALCULATION FORMULAS

Definitions Provided to Survey Respondents:

Full-Time Equivalents: (FTEs)	Includes all employees' working hours totalling 1,948 hours or more per year or 37.5 hours per week. All Total Hours reported by employers are converted to FTEs by dividing by 1948 hours per year. Consequently, FTEs include hours worked by casual employees. Note: This definition is currently the most used definition of full-time work within the province and provides a consistent comparison basis with previous survey reports.
Part-Time:	Includes all employees working regularly scheduled hours totalling less than 1,948 hours per year or less than 37.5 hours per week, and is generally assumed to average about half-time, or 18.75 hours/week.
Casual:	Includes all employees not working regularly scheduled hours or working on a non-permanent relief basis. Casual work is included in the Total Hours reported by survey respondents.
Vacancies:	Include positions for which personnel are actively being recruited during the calendar year 1998.
Turnovers:	Include staff who ceased employment during the calendar year 1998. This includes resignations, retirements and terminations.
Total Hours:	Overall number of hours staff in each selected profession worked in the calendar year ending December 31, 1998.

Calculations used in Summary Tables:

Full-Time Equivalents (FTE):	Total Hours worked divided by 1,948 hours (the number of hours one full-time permanent employee works in a given year).
Total Vacancies:	Number of full-time vacancies + the number of part-time vacancies. Casual employees are not included in this count. By definition, there are no permanent positions for casual staff.
Total Turnovers:	Number of full-time turnovers + the number of part-time turnovers. By definition, there are no permanent casual positions to be turned over or replaced.
Vacancy Rate:	$\frac{\text{Number of Vacancies}}{\text{Full-and part-time positions plus vacancies}} \times 100$
Turnover Rate:	$\frac{\text{Number of Turnovers}}{\text{Full-and part-time positions plus vacancies}} \times 100$
Overall Vacancy Rate:	$\frac{\text{Total Number of Vacancies for all Occupations}}{\text{Total Number of full-and part-time positions plus vacancies for all occupations}} \times 100$
Overall Turnover Rate:	$\frac{\text{Total Number of Turnovers for all Occupations}}{\text{Total Number of full-and part-time positions plus vacancies for all occupations}} \times 100$

APPENDIX 3

1998 RESPONSE RATE BY EMPLOYER GROUP

<u>OCCUPATIONAL GROUP</u>	<u>RETURN % RATE</u>
<u>AMBULANCE OPERATORS</u>	84.3
<u>DENTAL LABORATORIES</u>	77.8
<u>DENTISTS</u>	67.0
<u>DENTURISTS</u>	76.1
<u>EDUCATION INSTITUTIONS</u>	100.0
<u>HEALTH CANADA</u>	95.5
HEALTH DISTRICTS:	
- Community Services	100.0
- Hospitals	100.0
- Health Centres	100.0
- Special Care Homes	100.0
<u>TRIBAL COUNCILS</u>	79.2
<u>OTHER ORGANIZATIONS</u>	87.5
<u>PERSONAL CARE HOMES</u>	66.9
<u>PHARMACIES</u>	78.6
<u>PHYSICIANS OFFICES</u>	68.0
<u>PHYSIOTHERAPY CLINICS</u>	88.6
<u>PROVINCIAL GOVERNMENT</u>	100.0
TOTAL	77.7%

APPENDIX 3 (con't)

1998 RESPONSE RATE BY HEALTH DISTRICT AREA

Health District	% Replies
ASSINIBOINE VALLEY	79.3%
ATHABASCA HEALTH AUTHORITY	100.0%
CENTRAL PLAINS	79.4%
EAST CENTRAL	87.2%
GABRIEL SPRINGS	77.8%
GREENHEAD	80.8%
KEEWATIN YATHE	91.7%
LIVING SKY	89.7%
LLOYDMINSTER	77.4%
MAMAWETAN CHURCHILL RIVER	75.0%
MIDWEST	90.0%
MOOSE JAW/THUNDER CREEK	76.1%
MOOSE MOUNTAIN	95.5%
NORTH CENTRAL	66.7%
NORTH VALLEY	88.5%
NORTH-EAST	74.1%
NORTHWEST	80.0%
PARKLAND	79.4%
PASQUA	90.6%
PIPESTONE	86.8%
PRAIRIE WEST	79.2%
PRINCE ALBERT	71.4%
REGINA	70.3%
ROLLING HILLS	90.0%
SASKATOON	74.6%
SOUTH CENTRAL	75.0%
SOUTH COUNTRY	88.0%
SOUTH EAST	91.4%
SOUTHWEST	69.2%
SWIFT CURRENT	80.0%
THE BATTLEFORDS	80.4%
TOUCHWOOD QU'APPELLE	88.6%
TWIN RIVERS	83.3%

APPENDIX 4

1998 SASKATCHEWAN HEALTH EMPLOYER SURVEY

TOTAL ALL HEALTH OCCUPATIONS REPORTED IN SASKATCHEWAN

OCCUPATION	Total Hours Per Occupation	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-Time Totals	Casual Positions	Total Vacancies	Vacancy % Rate	Total Turnovers	Turnover % Rate
Ambulance - Emergency Medical Technicians (EMT)	629,792	323.3	225	167	392	200	15	3.7	59	14.5
Ambulance - EMT-Advanced	108,343	55.6	50	3	53	6	8	13.1	8	13.1
Ambulance - EMT-Paramedic	217,978	111.9	82	7	89	21	4	4.3	10	10.8
Ambulance - Other Ambulance Attendants	127,076	65.2	17	75	92	254	4	4.2	6	6.3
Dental - Certified Dental Assistants	632,113	324.5	270	156	426	16	4	0.9	30	7.0
Dental - Dental Hygienists	198,563	101.9	72	77	149	11	4	2.6	11	7.2
Dental - Dental Technicians	91,115	46.8	48	1	49	3	4	7.5	0	0.0
Dental - Dental Therapists	100,050	51.4	38	30	68	1	2	2.9	0	0.0
Dental - Dentists	416,474	213.8	185	79	264	2	4	1.5	14	5.2
Dental - Denturists	79,961	41.0	39	1	40	-	0	0.0	3	7.5
Dental - Uncertified Dental Assistants	82,785	42.5	29	32	61	6	0	0.0	3	4.9
Diagnostic-Combined Technicians	317,359	162.9	52	167	219	109	3	1.4	5	2.3
Diagnostic-Diagnostic Medical Sonographers	97,515	50.1	42	8	50	12	1	2.0	3	5.9
Diagnostic-Electrocardiograph Technicians	54,607	28.0	21	6	27	19	0	0.0	0	0.0
Diagnostic-Electroneurophysiology Technologists	21,376	11.0	10	-	10	1	0	0.0	0	0.0
Diagnostic-Medical Laboratory Technologists	1,258,097	645.8	469	239	708	129	4	0.6	31	4.4
Diagnostic-Nuclear Medicine Technologists	72,073	37.0	29	-	29	-	2	6.5	3	9.7
Diagnostic-Operating Room Technicians	59,624	30.6	22	13	35	7	3	7.9	1	2.6
Diagnostic-Radiation Therapists	72,313	37.1	33	4	37	-	0	0.0	0	0.0
Diagnostic-Radiological Technologists	380,847	195.5	155	114	269	72	9	3.2	21	7.6
Food Service Supervisors	128,073	65.7	57	10	67	16	3	4.3	2	2.9
Health Care - Home Care Aides	1,876,694	963.4	174	1,123	1,297	376	14	1.1	150	11.4
Health Care - Nurse Aides	2,593,179	1,331.2	864	561	1,425	831	12	0.8	72	5.0
Health Care - Special Care/Health Care Aides	4,918,428	2,524.9	1,510	1,744	3,254	1,106	21	0.6	133	4.1
Health Educators	137,981	70.8	56	26	82	7	1	1.2	6	7.2
Health Records Administrators	162,308	83.3	70	22	92	3	0	0.0	2	2.2
Health Records Technicians	286,954	147.3	109	62	171	30	5	2.8	17	9.7
Health Service Managers	1,389,483	713.3	659	120	779	18	8	1.0	64	8.1
Nursing - Critical Care	1,362,499	699.4	442	334	776	234	15	1.9	8	1.0
Nursing - Dialysis	233,522	119.9	34	36	70	22	11	13.6	0	0.0
Nursing - Emergency Room	448,582	230.3	139	139	278	94	2	0.7	3	1.1
Nursing - General Duty Nurses	7,234,740	3,713.9	2,065	2,412	4,477	2,129	174	3.7	299	6.4

APPENDIX 4 (continued)

TOTAL ALL HEALTH OCCUPATIONS REPORTED IN SASKATCHEWAN

OCCUPATION	Total Hours Per Occupation	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-Time Totals	Casual Positions	Total Vacancies	Vacancy % Rate	Total Turnovers	Turnover % Rate
Nursing - Graduate Nurses	32,645	16.8	1	10	11	7	0	0.0	1	9.1
Nursing - Licensed Practical Nurses	2,069,352	1,062.3	604	649	1,253	521	27	2.1	33	2.6
Nursing - Licensed Practical Nurses - OR	69,508	35.7	19	25	44	5	4	8.3	1	2.1
Nursing - Occupational Health Nurse	93,482	48.0	32	26	58	29	0	0.0	2	3.4
Nursing - OR Nurses (with training)	343,265	176.2	121	72	193	51	11	5.4	1	0.5
Nursing - OR Nurses (without training)	66,889	34.3	10	21	31	14	0	0.0	0	0.0
Nursing - Primary Care Nurses	84,855	43.6	42	8	50	8	8	13.8	13	22.4
Nursing - Psychiatric Nurses	1,183,827	608	510	175	685	163	20	2.8	33	4.7
Nursing - Public Health Nurse	653,527	335.5	242	151	393	43	10	2.5	22	5.5
Nutritionists and Dietitians	193,649	99.4	78	42	120	20	0	0.0	3	2.5
Pharmacists	1,393,904	715.6	538	265	803	98	15.5	1.9	35	4.3
Pharmacy Technicians	335,130	172.0	134	67	201	29	8	3.8	10	4.8
Psychologists	250,387	128.5	98	34	132	4	19	12.6	15	9.9
Public Health Inspectors	148,700	76.3	74	-	74	-	4	5.1	9	11.5
Rehabilitation - Audiologists	11,705	6.0	4	1	5	-	0	0.0	0	0.0
Rehabilitation - Chiroprodists/Podiatrists	31,112	16.0	11	5	16	-	1	5.9	2	11.8
Rehabilitation - Exercise Therapists	87,810	45.1	36	24	60	6	0	0.0	10	16.7
Rehabilitation - Occupational Therapists	266,365	136.7	120	43	163	8	14	7.9	11	6.2
Rehabilitation - Occupational Therapy Assistants	54,631	28.0	27	8	35	6	1	2.8	3	8.3
Rehabilitation - Physical Therapists	532,293	273.3	212	115	327	26	32	8.9	34	9.5
Rehabilitation - Physiotherapy Assistants	164,523	84.5	67	35	102	34	2	1.9	7	6.7
Rehabilitation - Prosthetists & Orthotists	29,250	15.0	15	-	15	-	1	6.3	0	0.0
Rehabilitation - Recreation Technologists	123,833	63.6	50	21	71	13	3	4.1	7	9.5
Rehabilitation - Recreation Therapists	81,577	41.9	39	5	44	10	2	4.3	7	15.2
Rehabilitation - Respiratory Therapists	63,496	32.6	26	5	31	33	0	0.0	1	3.2
Rehabilitation - Speech-Language Pathologists	248,357	127.5	108	42	150	7	3	2.0	7	4.6
Social Service Workers	531,554	272.9	163	125	288	100	1	0.3	10	3.5
Social Workers	654,723	336.1	273	92	365	31	14	3.7	43	11.3
Grand Total	35,590,853	18,270.5	11,721	9,833	21,554	7,001	538	2.4	1,284	5.8

Note: - Vacancy rates are calculated from the total number of permanent positions. Each full- or part-time vacancy is counted as one vacancy.

- FTEs calculated by total hours includes casual hours

- Where the total hours were not reported, the total hours have been adjusted to reflect the number of reported positions as defined in Appendix 2

- Please refer to Appendix 2 for definitions and calculation formulas

APPENDIX 5

1998 SASKATCHEWAN HEALTH EMPLOYER SURVEY TOTAL MALE AND FEMALE HEALTH EMPLOYEES REPORTED BY OCCUPATION

Occupation	Full-Time		%Full-Time		Part-Time		% Part-Time		Casuals		% Casual		Totals		% Total	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Females	Males
Ambulance - Emergency Medical Technician (EMT)	72	153	32.0	68.0	84	83	50.3	49.7	97	103	0.49	0.52	592	592	42.7	57.3
Ambulance - EMT-Advanced	19	31	38.0	62.0	2	1	66.7	33.3	4	2	0.67	0.33	59	59	42.4	57.6
Ambulance - EMT-Paramedic	17	65	20.7	79.3	2	5	28.6	71.4	5	16	0.24	0.76	110	110	21.8	78.2
Ambulance - Other Ambulance Attendants	8	9	47.1	52.9	23	52	30.7	69.3	108	146	0.43	0.57	346	346	40.2	59.8
Dental - Certified Dental Assistants	244	26	90.4	9.6	152	4	97.4	2.6	16	0	1.00	0.00	442	442	93.2	6.8
Dental - Dental Hygienists	66	6	91.7	8.3	76	1	98.7	1.3	9	2	0.82	0.18	160	160	94.4	5.6
Dental - Dental Technicians	6	42	12.5	87.5	1	0	100.0	0.0	2	1	0.67	0.33	52	52	17.3	82.7
Dental - Dental Therapists	30	8	78.9	21.1	28	2	93.3	6.7	1	0	1.00	0.00	69	69	85.5	14.5
Dental - Dentists	33	152	17.8	82.2	19	60	24.1	75.9	1	1	0.50	0.50	266	266	19.9	80.1
Dental - Denturists	4	35	10.3	89.7	0	1	0.0	100.0	0	0	0.00	0.00	40	40	10.0	90.0
Dental - Uncertified Dental Assistants	25	4	86.2	13.8	31	1	96.9	3.1	5	1	0.83	0.17	67	67	91.0	9.0
Diagnostic-Combined Technicians	42	10	80.8	19.2	162	5	97.0	3.0	108	1	0.99	0.01	328	328	95.1	4.9
Diagnostic-Diagnostic Medical Sonographers	31	11	73.8	26.2	8	0	100.0	0.0	11	1	0.92	0.08	62	62	80.6	19.4
Diagnostic-Electrocardiograph Technicians	19	2	90.5	9.5	6	0	100.0	0.0	17	2	0.89	0.11	46	46	91.3	8.7
Diagnostic-Electroneurophysiology Technologists	8	2	80.0	20.0	0	0	0.0	0.0	0	1	0.00	1.00	11	11	72.7	27.3
Diagnostic-Medical Laboratory Technologists	418	51	89.1	10.9	232	7	97.1	2.9	123	6	0.95	0.05	837	837	92.4	7.6
Diagnostic-Nuclear Medicine Technologists	17	12	58.6	41.4	0	0	0.0	0.0	0	0	0.00	0.00	29	29	58.6	41.4
Diagnostic-Operating Room Technicians	19	3	86.4	13.6	13	0	100.0	0.0	7	0	1.00	0.00	42	42	92.9	7.1
Diagnostic-Radiation Therapists	30	3	90.9	9.1	4	0	100.0	0.0	0	0	0.00	0.00	37	37	91.9	8.1
Diagnostic-Radiological Technologists	101	54	65.2	34.8	103	11	90.4	9.6	60	12	0.83	0.17	341	341	77.4	22.6
Food Service Supervisors	52	5	91.2	8.8	10	0	100.0	0.0	16	0	1.00	0.00	83	83	94.0	6.0
Health Care - Home Care Aides	159	15	91.4	8.6	1,110	13	98.8	1.2	375	1	1.00	0.00	1,673	1,673	98.3	1.7
Health Care - Nurse Aides	755	109	87.4	12.6	536	25	95.5	4.5	736	95	0.89	0.11	2,256	2,256	89.8	10.2
Health Care - Special Care/Health Care Aides	1,463	47	96.9	3.1	1,714	30	98.3	1.7	1,042	64	0.94	0.06	4,360	4,360	96.8	3.2
Health Educators	53	3	94.6	5.4	25	1	96.2	3.8	7	0	1.00	0.00	89	89	95.5	4.5
Health Records Administrators	69	1	98.6	1.4	22	0	100.0	0.0	3	0	1.00	0.00	95	95	98.9	1.1
Health Records Technicians	107	2	98.2	1.8	62	0	100.0	0.0	30	0	1.00	0.00	201	201	99.0	1.0
Health Service Managers	554	105	84.1	15.9	114	6	95.0	5.0	18	0	1.00	0.00	797	797	86.1	13.9
Nursing - Critical Care	427	15	96.6	3.4	328	6	98.2	1.8	229	5	0.98	0.02	1,010	1,010	97.4	2.6
Nursing - Dialysis	34	0	100.0	0.0	36	0	100.0	0.0	22	0	1.00	0.00	92	92	100.0	0.0
Nursing - Emergency Room	135	4	97.1	2.9	137	2	98.6	1.4	92	2	0.98	0.02	372	372	97.8	2.2
Nursing - General Duty Nurses	1,999	66	96.8	3.2	2,379	33	98.6	1.4	2,064	65	0.97	0.03	6,606	6,606	97.5	2.5
Nursing - Graduate Nurses	1	0	100.0	0.0	10	0	100.0	0.0	7	0	1.00	0.00	18	18	100.0	0.0

APPENDIX 5 (continued)

1998 SASKATCHEWAN HEALTH EMPLOYER SURVEY

TOTAL MALE AND FEMALE HEALTH EMPLOYEES REPORTED BY OCCUPATION

Occupation	Full-Time		%Full-Time		Part-Time		% Part-Time		Casuals		% Casual		Totals	%Total	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male		Females	Males
Nursing - Licensed Practical Nurses	584	20	97.0	3.3	641	8	98.8	1.2	514	7	98.7	1.3	1,774	98.0	2.0
Nursing - Licensed Practical Nurses - OR	18	1	94.7	5.3	25	0	100.0	0.0	5	0	100.0	0.0	49	98.0	2.0
Nursing - Occupational Health Nurse	30	2	93.8	6.3	25	1	96.2	3.8	29	0	100.0	0.0	87	96.6	3.4
Nursing - OR Nurses (with training)	120	1	99.2	0.8	72	0	100.0	0.0	49	2	96.1	3.9	244	98.8	1.2
Nursing - OR Nurses (without training)	9	1	90.0	10.0	21	0	100.0	0.0	14	0	100.0	0.0	45	97.8	2.2
Nursing - Primary Care Nurses	37	5	88.1	11.9	8	0	100.0	0.0	6	2	75.0	25.0	58	87.9	12.1
Nursing - Psychiatric Nurses	423	87	82.9	17.1	157	18	140.2	59.8	139	24	85.8	14.2	848	118.3	81.7
Nursing - Public Health Nurse	240	2	99.2	0.8	151	0	100.0	0.0	42	1	97.7	2.3	436	99.3	0.7
Nutritionists and Dietitians	74	4	94.9	5.1	42	0	100.0	0.0	19	1	95.0	5.0	140	96.4	3.6
Pharmacists	259	279	48.1	51.9	199	66	75.0	25.0	67	31	68.4	31.6	901	58.2	41.8
Pharmacy Technicians	129	5	96.3	3.7	64	3	96.2	3.8	23	6	79.3	20.7	230	94.1	5.9
Psychologists	55	43	56.1	43.9	28	6	82.4	17.6	4	0	100.0	0.0	136	64.0	36.0
Public Health Inspectors	17	57	23.0	77.0	0	0	0.0	0.0	0	0	0.0	0.0	74	23.0	77.0
Rehabilitation - Audiologists	3	1	75.0	25.0	1	1	100.0	0.0	0	0	0.0	0.0	5	80.0	20.0
Rehabilitation - Chiroprodists/Podiatrists	3	8	27.3	72.7	1	4	20.0	80.0	0	0	0.0	0.0	16	25.0	75.0
Rehabilitation - Exercise Therapists	18	18	50.0	50.0	19	5	79.2	20.8	5	1	83.3	16.7	66	63.6	36.4
Rehabilitation - Occupational Therapists	106	14	88.3	11.7	41	2	95.3	4.7	8	0	100.0	0.0	171	90.6	9.4
Rehabilitation - Occupational Therapy Assistants	21	6	77.8	22.2	8	0	100.0	0.0	5	1	83.3	16.7	41	82.9	17.1
Rehabilitation - Physical Therapists	158	54	74.5	25.5	103	12	89.6	10.4	26	100.0	0.0	353	81.3	18.7	
Rehabilitation - Physiotherapy Assistants	61	6	91.0	9.0	34	1	97.1	2.9	33	1	97.1	2.9	136	94.1	5.9
Rehabilitation - Prosthetists & Orthotists	0	15	0.0	100.0	0	0	0.0	0.0	0	0	0.0	0.0	15	0.0	100.0
Rehabilitation - Recreation Technologists	42	8	84.0	16.0	19	2	90.5	9.5	11	2	84.6	15.4	84	85.7	14.3
Rehabilitation - Recreation Therapists	22	17	56.4	43.6	4	1	80.0	20.0	9	1	90.0	10.0	54	64.8	35.2
Rehabilitation - Respiratory Therapists	18	8	69.2	30.8	4	1	80.0	20.0	14	19	42.4	57.6	64	56.3	43.8
Rehabilitation - Speech-Language Pathologists	100	8	92.6	7.4	40	2	95.2	4.8	6	1	85.7	14.3	157	93.0	7.0
Social Service Workers	88	75	54.0	46.0	57	68	45.6	54.4	53	47	53.0	47.0	388	51.0	49.0
Social Workers	193	80	70.7	29.3	68	24	73.9	26.1	23	8	74.2	25.8	396	71.7	28.3
Grand Total	9,845	1,876	84%	16%	9,260	573	94.2%	5.8%	6,319	682	90.3%	9.7%	28,555	89.0	11.0

Appendix 5, con't

HEALTH DISTRICT AREA	% Female	% Male
ASSINIBOINE VALLEY	95.4%	4.6%
ATHABASCA HEALTH AUTHORITY	85.7%	14.3%
BATTLEFORDS	83.7%	16.3%
CENTRAL PLAINS	90.5%	9.5%
EAST CENTRAL	89.0%	11.0%
GABRIEL SPRINGS	86.4%	13.6%
GREENHEAD	91.5%	8.5%
KEEWATIN YATHE	88.4%	11.6%
LIVING SKY	91.2%	8.8%
LLOYDMINSTER	85.6%	14.4%
MAMAWETAN CHURCHILL RIVER	79.4%	20.6%
MIDWEST	88.7%	11.3%
MOOSE JAW-THUNDER CREEK	87.4%	12.6%
MOOSE MOUNTAIN	89.9%	10.1%
NORTH CENTRAL	92.3%	7.7%
NORTH VALLEY	92.4%	7.6%
NORTH-EAST	91.5%	8.5%
NORTHWEST	91.2%	8.8%
PARKLAND	93.0%	7.0%
PASQUIA	92.2%	7.8%
PIPESTONE	91.5%	8.5%
PRAIRIE WEST	88.5%	11.5%
PRINCE ALBERT	88.1%	11.9%
REGINA	86.9%	13.1%
ROLLING HILLS	93.0%	7.0%
SASKATOON	88.7%	11.3%
SOUTH CENTRAL	90.5%	9.5%
SOUTH COUNTRY	92.0%	8.0%
SOUTH EAST	92.4%	7.6%
SOUTHWEST	94.6%	5.4%
SWIFT CURRENT	90.2%	9.8%
TOUCHWOOD QU' APPELLE	92.4%	7.6%
TWIN RIVERS	92.4%	7.6%

APPENDIX 6

1998 SASKATCHEWAN HEALTH EMPLOYER SURVEY REPORTED CASUAL HEALTH SERVICE EMPLOYEES: COMPARISON OF OCCUPATIONS

Occupation	Full-and Part-Time Positions	Total Casuals	Total Positions	% Casual Employees
Ambulance - Emergency Medical Technicians (EMT)	392	200	592	33.8%
Ambulance - EMT-Advanced	53	6	59	10.2%
Ambulance - EMT-Paramedic	89	21	110	19.1%
Ambulance - Other Ambulance Attendants	92	254	346	73.4%
Dental - Certified Dental Assistants	426	16	442	3.6%
Dental - Dental Hygienists	149	11	160	6.9%
Dental - Dental Technicians	49	3	52	5.8%
Dental - Dental Therapists	68	1	69	1.4%
Dental - Dentists	264	2	266	0.8%
Dental - Denturists	40	-	40	0.0%
Dental - Uncertified Dental Assistants	61	6	67	9.0%
Diagnostic-Combined Technicians	219	109	328	33.2%
Diagnostic-Diagnostic Medical Sonographers	50	12	62	19.4%
Diagnostic-Electrocardiograph Technicians	27	19	46	41.3%
Diagnostic-Electroneurophysiology Technologists	10	1	11	9.1%
Diagnostic-Medical Laboratory Technologists	708	129	837	15.4%
Diagnostic-Nuclear Medicine Technologists	29	-	29	0.0%
Diagnostic-Operating Room Technicians	35	7	42	16.7%
Diagnostic-Radiation Therapists	37	-	37	0.0%
Diagnostic-Radiological Technologists	269	72	341	21.1%
Food Service Supervisors	67	16	83	19.3%
Health Care - Home Care Aides	1,297	376	1,673	22.5%
Health Care - Nurse Aides	1,425	831	2,256	36.8%
Health Care - Special Care/Health Care Aides	3,254	1,106	4,360	25.4%
Health Educators	82	7	89	7.9%
Health Records Administrators	92	3	95	3.2%
Health Records Technicians	171	30	201	14.9%
Health Service Managers	779	18	797	2.3%
Nursing - Critical Care	776	234	1,010	23.2%
Nursing - Dialysis	70	22	92	23.9%
Nursing - Emergency Room	278	94	372	25.3%
Nursing - General Duty Nurses	4,477	2,129	6,606	32.2%
Nursing - Graduate Nurses	11	7	18	38.9%
Nursing - Licensed Practical Nurses	1,253	521	1,774	29.4%
Nursing - Licensed Practical Nurses - OR	44	5	49	10.2%
Nursing - Occupational Health Nurse	58	29	87	33.3%
Nursing - OR Nurses (with training)	193	51	244	20.9%
Nursing - OR Nurses (without training)	31	14	45	31.1%
Nursing - Primary Care Nurses	50	8	58	13.8%
Nursing - Psychiatric Nurses	685	163	848	19.2%
Nursing - Public Health Nurse	393	43	436	9.9%
Nutritionists and Dietitians	120	20	140	14.3%

APPENDIX 6 (con't)

REPORTED CASUAL HEALTH SERVICE EMPLOYEES: COMPARISON OF OCCUPATIONS IN 1998

Occupation	Full- and Part-time Positions	Total Casuals	Total Positions	% Casual Employees
Pharmacists	803	98	901	10.9%
Pharmacy Technicians	201	29	230	12.6%
Psychologists	132	4	136	2.9%
Public Health Inspectors	74	-	74	0.0%
Rehabilitation - Audiologists	5	-	5	0.0%
Rehabilitation - Chiropodists/Podiatrists	16	-	16	0.0%
Rehabilitation - Exercise Therapists	60	6	66	9.1%
Rehabilitation - Occupational Therapists	163	8	171	4.7%
Rehabilitation - Occupational Therapy Assistants	35	6	41	14.6%
Rehabilitation - Physical Therapists	327	26	353	7.4%
Rehabilitation - Physiotherapy Assistants	102	34	136	25.0%
Rehabilitation - Prosthetists & Orthotists	15	-	15	0.0%
Rehabilitation - Recreation Technologists	71	13	84	15.5%
Rehabilitation - Recreation Therapists	44	10	54	18.5%
Rehabilitation - Respiratory Therapists	31	33	64	51.6%
Rehabilitation - Speech-Language Pathologists	150	7	157	4.5%
Social Service Workers	288	100	388	25.8%
Social Workers	365	31	396	7.8%
Grand Total	21,554	7,001	28,555	24.5%

Notes:

- The Total Casual Positions are full counts of the number of employees.

Appendix 7 - Rural Health District Areas 1998

1998 SASKATCHEWAN HEALTH EMPLOYER SURVEY TOTAL ALL HEALTH OCCUPATIONS REPORTED IN SASKATCHEWAN BY HEALTH DISTRICT AREA

RURAL Health District Areas:

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part- Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
Rural Health District Areas Total	19,389,317	9,953.4	5,945	5,997	11,942	4,156	165	1.4%	779	6.4%

Please NOTE: Occupational Subtotals are below the aggregate totals for each health district area.

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part- Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
ASSINIBOINE VALLEY	676,405	347.2	178	270	448	158	-	0.0%	2	0.4%
Ambulance - EMT	19,340	9.9	10	-	10	-	-	0.0%	-	0.0%
Ambulance - EMT-Advanced	3,868	2.0	2	-	2	-	-	0.0%	-	0.0%
Ambulance - Other Ambulance Attendants	2,148	1.1	-	4	4	-	-	0.0%	-	0.0%
Diagnostic-Combined Technicians	13,134	6.7	3	5	8	10	-	0.0%	-	0.0%
Diagnostic-Medical Laboratory Technologists	14,123	7.3	8	3	11	8	-	0.0%	-	0.0%
Diagnostic-Radiological Technologists	7,399	3.8	2	3	5	4	-	0.0%	-	0.0%
Food Service Supervisors	3,900	2.0	2	-	2	-	-	0.0%	-	0.0%
Health Care - Home Care Aides	47,097	24.2	-	50	50	9	-	0.0%	-	0.0%
Health Care - Nurse Aides	120,024	61.6	21	57	78	46	-	0.0%	-	0.0%
Health Care - Special Care/Health Care Aides	147,843	75.9	44	55	99	12	-	0.0%	-	0.0%
Health Educators	8,735	4.5	2	4	6	-	-	0.0%	-	0.0%
Health Records Administrators	3,762	1.9	1	1	2	-	-	0.0%	-	0.0%
Health Records Technicians	5,479	2.8	-	4	4	1	-	0.0%	-	0.0%
Health Service Managers	27,627	14.2	10	6	16	-	-	0.0%	-	0.0%
Nursing - General Duty Nurses	149,914	77.0	38	52	90	55	-	0.0%	2	2.2%
Nursing - Licensed Practical Nurses	49,587	25.5	11	20	31	12	-	0.0%	-	0.0%
Nursing - Primary Care Nurses	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
Nursing - Psychiatric Nurses	2,835	1.5	1	1	2	-	-	0.0%	-	0.0%
Nursing - Public Health Nurse	11,756	6.0	5	2	7	-	-	0.0%	-	0.0%
Nutritionists and Dietitians	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
Pharmacists	20,768	10.7	10	2	12	-	-	0.0%	-	0.0%
Pharmacy Technicians	2,080	1.1	1	-	1	-	-	0.0%	-	0.0%
Rehabilitation - Occupational Therapists	-	-	-	-	-	-	-	0.0%	-	0.0%
Rehabilitation - Physical Therapists	3,884	2.0	2	-	2	-	-	0.0%	-	0.0%
Rehabilitation - Speech-Language Pathologists	1,942	1.0	1	-	1	-	-	0.0%	-	0.0%
Social Service Workers	1,376	0.7	-	1	1	1	-	0.0%	-	0.0%
Social Workers	3,884	2.0	2	-	2	-	-	0.0%	-	0.0%

Appendix 7 - Rural Health District Areas 1998 (continued)

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part- Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
BATTLEFORDS	1,531,936	786.4	603	261	864	268	2	0.2%	40	4.6%
Ambulance - EMT	23,706	12.2	5	14	19	2	-	0.0%	-	0.0%
Ambulance - EMT-Advanced	2,080	1.1	1	-	1	-	-	0.0%	-	0.0%
Ambulance - EMT-Paramedic	7,792	4.0	4	-	4	-	-	0.0%	-	0.0%
Ambulance - Other Ambulance Attendants	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
Dental - Certified Dental Assistants	31,369	16.1	12	8	20	-	-	0.0%	-	0.0%
Dental - Dental Hygienists	6,946	3.6	2	3	5	-	-	0.0%	-	0.0%
Dental - Dental Technicians	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
Dental - Dental Therapists	8,601	4.4	1	6	7	-	-	0.0%	-	0.0%
Dental - Dentists	13,296	6.8	5	3	8	-	-	0.0%	1	12.5%
Dental - Denturists	3,868	2.0	2	-	2	-	-	0.0%	-	0.0%
Dental - Uncertified Dental Assistants	974	0.5	-	1	1	-	-	0.0%	-	0.0%
Diagnostic-Combined Technicians	2,470	1.3	1	1	2	-	-	0.0%	-	0.0%
Diagnostic-Diagnostic Medical Sonographers	3,896	2.0	2	-	2	-	-	0.0%	-	0.0%
Diagnostic-Electrocardiograph Technicians	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
Diagnostic-Medical Laboratory Technologists	28,047	14.4	12	6	18	-	1	5.3%	-	0.0%
Diagnostic-Radiological Technologists	7,013	3.6	3	3	6	2	-	0.0%	-	0.0%
Food Service Supervisors	5,844	3.0	3	-	3	-	-	0.0%	-	0.0%
Health Care - Home Care Aides	37,265	19.1	-	51	51	-	-	0.0%	1	2.0%
Health Care - Nurse Aides	129,910	66.7	65	6	71	55	-	0.0%	8	11.3%
Health Care - Special Care/Health Care Aides	214,603	110.2	101	24	125	68	-	0.0%	-	0.0%
Health Educators	5,716	2.9	3	-	3	-	-	0.0%	5	166.7%
Health Records Administrators	3,896	2.0	2	-	2	-	-	0.0%	-	0.0%
Health Records Technicians	8,298	4.3	3	1	4	2	-	0.0%	2	50.0%
Health Service Managers	59,512	30.6	30	-	30	-	-	0.0%	1	3.3%
Nursing - Critical Care	18,097	9.3	9	1	10	-	-	0.0%	-	0.0%
Nursing - Emergency Room	24,915	12.8	9	12	21	7	-	0.0%	1	4.8%
Nursing - General Duty Nurses	167,865	86.2	58	60	118	45	-	0.0%	7	5.9%
Nursing - Graduate Nurses	1,461	0.8	-	1	1	1	-	0.0%	-	0.0%
Nursing - Licensed Practical Nurses	60,057	30.8	28	5	33	19	-	0.0%	2	6.1%
Nursing - Licensed Practical Nurses - OR	9,350	4.8	4	1	5	-	-	0.0%	1	20.0%
Nursing - OR Nurses (with training)	14,804	7.6	6	2	8	-	-	0.0%	-	0.0%
Nursing - Psychiatric Nurses	187,924	96.5	93	9	102	11	-	0.0%	1	1.0%
Nursing - Public Health Nurse	29,554	15.2	12	5	17	2	-	0.0%	-	0.0%
Nutritionists and Dietitians	7,300	3.7	3	1	4	-	-	0.0%	-	0.0%
Pharmacists	33,178	17.0	14	6	20	1	-	0.0%	-	0.0%
Pharmacy Technicians	15,716	8.1	7	2	9	-	-	0.0%	-	0.0%

Appendix 7 - Rural Health District Areas 1998 (continued)

Battlefornds, con't	OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part- Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
	Psychologists	33,116	17.0	14	-	14	-	-	0.0%	1	7.1%
	Public Health Inspectors	11,560	5.9	6	-	6	-	-	0.0%	-	0.0%
	Rehabilitation - Chiropractists/Podiatrists	6,818	3.5	1	-	1	-	-	0.0%	1	100.0%
	Rehabilitation - Occupational Therapists	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
	Rehabilitation - Physical Therapists	16,212	8.3	8	1	9	-	-	0.0%	1	11.1%
	Rehabilitation - Physiotherapy Assistants	1,900	1.0	1	-	1	-	-	0.0%	-	0.0%
	Rehabilitation - Recreation Technologists	11,688	6.0	4	3	7	-	-	0.0%	1	14.3%
	Rehabilitation - Recreation Therapists	34,869	17.9	18	1	19	3	-	0.0%	2	10.5%
	Rehabilitation - Respiratory Therapists	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
	Rehabilitation - Speech-Language Pathologists	12,662	6.5	6	2	8	-	1	11.1%	4	44.4%
	Social Service Workers	200,644	103.0	31	22	53	50	-	0.0%	-	0.0%
	Social Workers	17,404	8.9	9	-	9	-	-	0.0%	-	0.0%
	CENTRAL PLAINS	608,192	312.2	176	210	386	132	1	0.3%	18	4.7%
	Ambulance - EMT	16,961	8.7	6	3	9	11	-	0.0%	-	0.0%
	Ambulance - EMT-Advanced	5,760	3.0	3	-	3	-	-	0.0%	-	0.0%
	Ambulance - EMT-Paramedic	974	0.5	-	1	1	-	-	0.0%	-	0.0%
	Ambulance - Other Ambulance Attendants	7,315	3.8	-	-	-	22	-	0.0%	-	0.0%
	Dental - Certified Dental Assistants	16,480	8.5	6	3	9	1	-	0.0%	-	0.0%
	Dental - Dental Therapists	3,780	1.9	2	-	2	-	-	0.0%	1	50.0%
	Dental - Dentists	5,860	3.0	3	-	3	-	-	0.0%	-	0.0%
	Dental - Denturists	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
	Diagnostic-Combined Technicians	3,896	2.0	-	4	4	-	-	0.0%	-	0.0%
	Diagnostic-Medical Laboratory Technologists	13,636	7.0	6	-	6	4	-	0.0%	-	0.0%
	Diagnostic-Operating Room Technicians	200	0.1	-	-	-	1	-	0.0%	-	0.0%
	Diagnostic-Radiological Technologists	5,850	3.0	2	1	3	-	-	0.0%	-	0.0%
	Food Service Supervisors	5,849	3.0	3	-	3	-	-	0.0%	-	0.0%
	Health Care - Home Care Aides	62,336	32.0	-	63	63	2	-	0.0%	-	0.0%
	Health Care - Nurse Aides	8,710	4.5	2	4	6	6	-	0.0%	-	0.0%
	Health Care - Special Care/Health Care Aides	130,029	66.8	54	6	60	39	-	0.0%	-	0.0%
	Health Educators	1,949	1.0	1	-	1	-	-	0.0%	-	0.0%
	Health Records Administrators	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
	Health Records Technicians	3,412	1.8	1	1	2	-	-	0.0%	-	0.0%
	Health Service Managers	26,124	13.4	13	3	16	-	-	0.0%	-	0.0%
	Nursing - General Duty Nurses	144,913	74.4	25	83	108	35	-	0.0%	-	0.0%
	Nursing - Licensed Practical Nurses	36,525	18.8	8	17	25	9	-	0.0%	-	0.0%
	Nursing - OR Nurses (with training)	6,474	3.3	2	2	4	1	-	0.0%	-	0.0%

Appendix 7 - Rural Health District Areas 1998 (continued)

Central Plains, con't OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part- Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
Nursing - Psychiatric Nurses	1,949	1.0	1	-	1	-	-	0.0%	-	0.0%
Nursing - Public Health Nurse	9,746	5.0	4	2	6	-	-	0.0%	2	33.3%
Nutritionists and Dietitians	5,849	3.0	2	2	4	-	-	0.0%	4	100.0%
Pharmacists	38,740	19.9	13	9	22	-	-	0.0%	11	50.0%
Psychologists	1,949	1.0	1	-	1	-	-	0.0%	-	0.0%
Rehabilitation - Exercise Therapists	2,080	1.1	1	-	1	-	-	0.0%	-	0.0%
Rehabilitation - Occupational Therapists	4,290	2.2	2	1	3	-	-	0.0%	-	0.0%
Rehabilitation - Physical Therapists	10,739	5.5	5	1	6	-	1	14.3%	-	0.0%
Rehabilitation - Physiotherapy Assistants	4,872	2.5	2	1	3	-	-	0.0%	-	0.0%
Rehabilitation - Recreation Technologists	12,175	6.3	5	2	7	1	-	0.0%	-	0.0%
Social Workers	4,872	2.5	1	1	2	-	-	0.0%	-	0.0%
EAST CENTRAL	1,545,874	793.6	453	363	816	177	9	1.1%	46	5.6%
Ambulance - EMT	30,090	15.4	13	2	15	4	-	0.0%	-	0.0%
Ambulance - EMT-Paramedic	9,388	4.8	3	-	3	1	-	0.0%	-	0.0%
Dental - Certified Dental Assistants	15,506	8.0	8	2	10	2	-	0.0%	-	0.0%
Dental - Dental Hygienists	9,900	5.1	4	1	5	4	-	0.0%	-	0.0%
Dental - Dental Technicians	6,080	3.1	3	-	3	-	-	0.0%	-	0.0%
Dental - Dental Therapists	2,280	1.2	-	3	3	-	1	25.0%	12	300.0%
Dental - Dentists	10,814	5.6	6	-	6	-	1	14.3%	1	14.3%
Dental - Denturists	9,294	4.8	4	1	5	-	-	0.0%	2	40.0%
Diagnostic-Combined Technicians	7,838	4.0	-	5	5	3	-	0.0%	2	40.0%
Diagnostic-Diagnostic Medical Sonographers	4,069	2.1	2	-	2	-	-	0.0%	1	50.0%
Diagnostic-Electrocardiograph Technicians	2,500	1.3	1	1	2	-	2	50.0%	2	50.0%
Diagnostic-Medical Laboratory Technologists	41,927	21.5	11	13	24	6	-	0.0%	2	8.3%
Diagnostic-Radiological Technologists	14,900	7.6	5	6	11	-	-	0.0%	-	0.0%
Food Service Supervisors	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
Health Care - Home Care Aides	89,700	46.0	-	64	64	-	-	0.0%	-	0.0%
Health Care - Nurse Aides	266,665	136.9	94	30	124	58	-	0.0%	-	0.0%
Health Care - Special Care/Health Care Aides	166,422	85.4	52	40	92	18	-	0.0%	-	0.0%
Health Educators	3,900	2.0	2	-	2	-	-	0.0%	-	0.0%
Health Records Administrators	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
Health Records Technicians	7,644	3.9	4	1	5	-	-	0.0%	-	0.0%
Health Service Managers	70,250	36.1	32	4	36	-	2	5.3%	3	7.9%
Nursing - Critical Care	31,900	16.4	6	10	16	5	-	0.0%	-	0.0%
Nursing - Dialysis	2,527	1.3	1	3	4	-	-	0.0%	-	0.0%
Nursing - Emergency Room	33,030	17.0	5	11	16	5	-	0.0%	-	0.0%

Appendix 7 - Rural Health District Areas 1998 (continued)

East Central, con't	OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part- Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
	Nursing - General Duty Nurses	282,281	144.9	58	98	156	37	-	0.0%	-	0.0%
	Nursing - Graduate Nurses	30	0.0	-	-	-	1	-	0.0%	-	0.0%
	Nursing - Licensed Practical Nurses	89,236	45.8	20	27	47	16	-	0.0%	-	0.0%
	Nursing - Licensed Practical Nurses - OR	9,985	5.1	3	3	6	-	-	0.0%	-	0.0%
	Nursing - Occupational Health Nurse	3,900	2.0	2	-	2	-	-	0.0%	8	400.0%
	Nursing - OR Nurses (with training)	23,463	12.0	4	7	11	-	-	0.0%	-	0.0%
	Nursing - Primary Care Nurses	17,430	8.9	9	-	9	1	-	0.0%	-	0.0%
	Nursing - Psychiatric Nurses	56,905	29.2	18	8	26	7	1	3.7%	-	0.0%
	Nursing - Public Health Nurse	20,035	10.3	8	4	12	-	-	0.0%	-	0.0%
	Nutritionists and Dietitians	9,824	5.0	3	4	7	-	-	0.0%	2	28.6%
	Pharmacists	51,374	26.4	22	6	28	2	-	0.0%	2	7.1%
	Pharmacy Technicians	14,382	7.4	7	-	7	1	-	0.0%	1	14.3%
	Psychologists	3,530	1.8	-	2	2	-	-	0.0%	1	50.0%
	Public Health Inspectors	11,725	6.0	6	-	6	-	-	0.0%	-	0.0%
	Rehabilitation - Chiropractists/Podiatrists	1,998	1.0	1	-	1	-	-	0.0%	-	0.0%
	Rehabilitation - Exercise Therapists	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
	Rehabilitation - Occupational Therapists	8,968	4.6	3	2	5	-	1	16.7%	6	100.0%
	Rehabilitation - Physical Therapists	18,395	9.4	10	3	13	-	-	0.0%	-	0.0%
	Rehabilitation - Physiotherapy Assistants	5,363	2.8	2	1	3	1	-	0.0%	-	0.0%
	Rehabilitation - Recreation Technologists	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
	Rehabilitation - Respiratory Therapists	2,252	1.2	1	-	1	2	-	0.0%	-	0.0%
	Rehabilitation - Speech-Language Pathologists	10,086	5.2	5	-	5	1	-	0.0%	-	0.0%
	Social Workers	60,290	30.9	11	1	12	2	1	7.7%	1	7.7%
	GABRIEL SPRINGS	377,805	193.9	99	116	215	72	1	0.5%	20	9.3%
	Ambulance - EMT	9,960	5.1	6	2	8	-	-	0.0%	-	0.0%
	Ambulance - EMT-Advanced	2,080	1.1	1	-	1	-	-	0.0%	-	0.0%
	Ambulance - Other Ambulance Attendants	5,406	2.8	-	-	-	9	-	0.0%	-	0.0%
	Dental - Dental Therapists	974	0.5	-	1	1	-	-	0.0%	-	0.0%
	Diagnostic-Combined Technicians	8,333	4.3	3	3	6	-	-	0.0%	-	0.0%
	Diagnostic-Medical Laboratory Technologists	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
	Diagnostic-Radiological Technologists	1,653	0.8	-	1	1	-	-	0.0%	-	0.0%
	Health Care - Home Care Aides	30,896	15.9	2	15	17	6	-	0.0%	1	5.9%
	Health Care - Nurse Aides	1,408	0.7	1	-	1	1	-	0.0%	-	0.0%
	Health Care - Special Care/Health Care Aides	140,209	72.0	35	39	74	28	-	0.0%	-	0.0%
	Health Educators	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
	Health Records Administrators	4,164	2.1	1	3	4	-	1	20.0%	1	20.0%
	Health Service Managers	15,206	7.8	7	1	8	-	-	0.0%	-	0.0%

Appendix 7 - Rural Health District Areas 1998 (continued)

Gabriel Springs, con't OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part- Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
Nursing - General Duty Nurses	86,537	44.4	19	32	51	25	-	0.0%	11	21.6%
Nursing - Licensed Practical Nurses	19,517	10.0	5	7	12	2	-	0.0%	-	0.0%
Nursing - Psychiatric Nurses	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
Nursing - Public Health Nurse	7,798	4.0	3	2	5	-	-	0.0%	1	20.0%
Nutritionists and Dietitians	2,730	1.4	-	2	2	-	-	0.0%	-	0.0%
Pharmacists	15,686	8.1	6	4	10	1	-	0.0%	-	0.0%
Rehabilitation - Occupational Therapists	1,664	0.9	-	2	2	-	-	0.0%	1	50.0%
Rehabilitation - Physical Therapists	3,120	1.6	1	1	2	-	-	0.0%	-	0.0%
Social Service Workers	3,896	2.0	2	-	2	-	-	0.0%	-	0.0%
Social Workers	10,718	5.5	4	1	5	-	-	0.0%	5	100.0%
GREENHEAD	272,572	139.9	86	177	263	102	3	1.1%	6	2.3%
Ambulance - EMT	6,600	3.4	-	48	48	-	-	0.0%	-	0.0%
Ambulance - EMT-Advanced	7,794	4.0	3	2	5	-	-	0.0%	-	0.0%
Dental - Certified Dental Assistants	1,948	1.0	-	2	2	-	-	0.0%	-	0.0%
Dental - Dental Hygienists	974	0.5	-	1	1	-	-	0.0%	2	200.0%
Dental - Dental Therapists	974	0.5	-	1	1	-	-	0.0%	-	0.0%
Dental - Dentists	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
Diagnostic-Combined Technicians	7,335	3.8	4	1	5	5	-	0.0%	1	20.0%
Diagnostic-Medical Laboratory Technologists	3,120	1.6	-	2	2	1	-	0.0%	-	0.0%
Diagnostic-Radiological Technologists	3,798	1.9	1	1	2	1	-	0.0%	-	0.0%
Food Service Supervisors	16	0.0	-	-	-	2	-	0.0%	-	0.0%
Health Care - Nurse Aides	9,878	5.1	2	2	4	13	-	0.0%	-	0.0%
Health Care - Special Care/Health Care Aides	111,283	57.1	39	65	104	31	-	0.0%	-	0.0%
Health Records Technicians	2,987	1.5	1	1	2	-	2	50.0%	-	0.0%
Nursing - General Duty Nurses	57,915	29.7	14	33	47	38	1	2.1%	-	0.0%
Nursing - Licensed Practical Nurses	18,366	9.4	7	7	14	9	-	0.0%	-	0.0%
Nursing - Psychiatric Nurses	1,935	1.0	1	-	1	-	-	0.0%	-	0.0%
Nursing - Public Health Nurse	9,215	4.7	4	1	5	-	-	0.0%	-	0.0%
Nutritionists and Dietitians	2,083	1.1	1	-	1	1	-	0.0%	2	200.0%
Pharmacists	11,988	6.2	4	7	11	1	-	0.0%	1	9.1%
Rehabilitation - Occupational Therapists	1,942	1.0	1	-	1	-	-	0.0%	-	0.0%
Rehabilitation - Physical Therapists	1,942	1.0	-	-	-	-	-	0.0%	-	0.0%
Rehabilitation - Speech-Language Pathologists	974	0.5	-	1	1	-	-	0.0%	-	0.0%
Social Service Workers	3,535	1.8	1	2	3	-	-	0.0%	-	0.0%
Social Workers	4,022	2.1	2	-	2	-	-	0.0%	-	0.0%

Appendix 7 - Rural Health District Areas 1998 (continued)

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part- Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
LIVING SKY	361,481	185.6	114	148	262	123	1	0.4%	36	13.7%
Ambulance - EMT	30,344	15.6	11	5	16	-	-	0.0%	-	0.0%
Ambulance - EMT-Advanced	5,896	3.0	3	-	3	-	-	0.0%	-	0.0%
Ambulance - EMT-Paramedic	6,948	3.6	3	-	3	3	-	0.0%	-	0.0%
Ambulance - Other Ambulance Attendants	13,760	7.1	-	6	6	8	-	0.0%	-	0.0%
Dental - Certified Dental Assistants	2,756	1.4	1	4	5	1	-	0.0%	1	20.0%
Dental - Dental Hygienists	780	0.4	-	1	1	-	-	0.0%	-	0.0%
Dental - Dentists	3,744	1.9	2	-	2	-	-	0.0%	5	250.0%
Dental - Denturists	2,080	1.1	1	-	1	-	-	0.0%	-	0.0%
Diagnostic-Combined Technicians	11,830	6.1	4	6	10	9	-	0.0%	2	20.0%
Diagnostic-Radiological Technologists	945	0.5	-	1	1	-	-	0.0%	-	0.0%
Health Care - Nurse Aides	23,029	11.8	6	13	19	14	-	0.0%	-	0.0%
Health Care - Special Care/Health Care Aides	93,938	48.2	33	36	69	27	-	0.0%	-	0.0%
Health Records Technicians	6,482	3.3	1	4	5	1	-	0.0%	13	260.0%
Health Service Managers	9,650	5.0	3	4	7	-	-	0.0%	-	0.0%
Nursing - General Duty Nurses	71,442	36.7	16	49	65	46	-	0.0%	12	18.5%
Nursing - Licensed Practical Nurses	24,840	12.8	9	9	18	9	-	0.0%	-	0.0%
Nursing - Occupational Health Nurse	4,028	2.1	2	-	2	-	-	0.0%	1	50.0%
Nursing - Primary Care Nurses	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
Nursing - Psychiatric Nurses	1,247	0.6	-	2	2	2	-	0.0%	-	0.0%
Nursing - Public Health Nurse	7,764	4.0	4	-	4	-	-	0.0%	-	0.0%
Nutritionists and Dietitians	1,040	0.5	-	1	1	-	-	0.0%	-	0.0%
Pharmacists	20,248	10.4	9	1	10	3	1	9.1%	-	0.0%
Rehabilitation - Physical Therapists	8,967	4.6	2	4	6	-	-	0.0%	-	0.0%
Rehabilitation - Physiotherapy Assistants	974	0.5	-	1	1	-	-	0.0%	-	0.0%
Rehabilitation - Recreation Technologists	1,948	1.0	1	-	1	-	-	0.0%	2	200.0%
Social Workers	4,853	2.5	2	1	3	-	-	0.0%	-	0.0%
LLOYDMINSTER	410,743	210.9	99	137	236	83	1	0.4%	20	8.4%
Ambulance - EMT	43,890	22.5	15	-	15	22	-	0.0%	-	0.0%
Ambulance - Other Ambulance Attendants	786	0.4	-	-	-	2	1	100.0%	-	0.0%
Dental - Certified Dental Assistants	2,392	1.2	-	3	3	-	-	0.0%	-	0.0%
Dental - Denturists	5,844	3.0	3	-	3	-	-	0.0%	10	333.3%
Diagnostic-Combined Technicians	2,015	1.0	-	2	2	-	-	0.0%	-	0.0%
Diagnostic-Medical Laboratory Technologists	17,193	8.8	4	6	10	4	-	0.0%	5	50.0%
Diagnostic-Radiological Technologists	8,940	4.6	1	4	5	1	-	0.0%	-	0.0%
Food Service Supervisors	3,636	1.9	2	-	2	-	-	0.0%	1	50.0%
Health Care - Home Care Aides	17,531	9.0	1	9	10	4	-	0.0%	1	10.0%

Appendix 7 - Rural Health District Areas 1998 (continued)

Lloydminster, con't

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part- Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
Health Care - Nurse Aides	1,960	1.0	1	-	1	-	-	0.0%	-	0.0%
Health Care - Special Care/Health Care Aides	38,753	19.9	10	9	19	8	-	0.0%	-	0.0%
Health Records Technicians	7,443	3.8	2	2	4	2	-	0.0%	-	0.0%
Health Service Managers	9,175	4.7	4	-	4	-	-	0.0%	1	25.0%
Nursing - Critical Care	41,160	21.1	7	20	27	7	-	0.0%	-	0.0%
Nursing - Emergency Room	11,993	6.2	2	5	7	-	-	0.0%	-	0.0%
Nursing - General Duty Nurses	45,211	23.2	2	27	29	15	-	0.0%	-	0.0%
Nursing - Licensed Practical Nurses	61,009	31.3	15	24	39	12	-	0.0%	1	2.6%
Nursing - Licensed Practical Nurses - OR	3,309	1.7	-	3	3	-	-	0.0%	-	0.0%
Nursing - Occupational Health Nurse	2,080	1.1	1	-	1	1	-	0.0%	-	0.0%
Nursing - OR Nurses (without training)	5,974	3.1	-	5	5	1	-	0.0%	-	0.0%
Nursing - Psychiatric Nurses	5,777	3.0	3	-	3	-	-	0.0%	-	0.0%
Nursing - Public Health Nurse	9,504	4.9	4	4	8	-	-	0.0%	-	0.0%
Nutritionists and Dietitians	2,036	1.0	1	-	1	-	-	0.0%	-	0.0%
Pharmacists	34,661	17.8	14	5	19	1	-	0.0%	-	0.0%
Pharmacy Technicians	8,551	4.4	2	4	6	1	-	0.0%	1	16.7%
Psychologists	3,940	2.0	2	-	2	-	-	0.0%	-	0.0%
Rehabilitation - Occupational Therapists	1,947	1.0	1	-	1	-	-	0.0%	-	0.0%
Rehabilitation - Physiotherapy Assistants	4,140	2.1	1	1	2	-	-	0.0%	-	0.0%
Rehabilitation - Speech-Language Pathologists	1,948	1.0	-	2	2	-	-	0.0%	-	0.0%
Social Workers	7,945	4.1	1	2	3	2	-	0.0%	-	0.0%
MIDWEST	552,639	283.7	123	277	400	220	3	0.7%	24	6.0%
Ambulance - EMT	8,868	4.6	4	-	4	19	-	0.0%	-	0.0%
Ambulance - EMT-Advanced	1,461	0.8	-	-	-	3	-	0.0%	-	0.0%
Ambulance - EMT-Paramedic	2,047	1.1	1	-	1	1	-	0.0%	4	400.0%
Ambulance - Other Ambulance Attendants	5,246	2.7	-	-	-	70	-	0.0%	-	0.0%
Dental - Certified Dental Assistants	6,818	3.5	1	5	6	-	-	0.0%	-	0.0%
Dental - Dental Hygienists	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
Dental - Dentists	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
Diagnostic-Combined Technicians	20,942	10.8	2	15	17	7	-	0.0%	2	11.8%
Diagnostic-Medical Laboratory Technologists	6,318	3.2	1	3	4	-	-	0.0%	-	0.0%
Diagnostic-Operating Room Technicians	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
Diagnostic-Radiological Technologists	4,115	2.1	1	2	3	-	-	0.0%	-	0.0%
Health Care - Home Care Aides	38,805	19.9	-	46	46	12	1	2.1%	6	12.8%
Health Care - Nurse Aides	62,439	32.1	15	27	42	14	2	4.5%	4	9.1%
Health Care - Special Care/Health Care Aides	116,435	59.8	28	49	77	25	-	0.0%	-	0.0%
Health Educators	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%

Appendix 7 - Rural Health District Areas 1998 (continued)

Midwest, con't	OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part- Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
Health Records Technicians Health Service Managers Nursing - General Duty Nurses Nursing - Licensed Practical Nurses Nursing - OR Nurses (with training) Nursing - Primary Care Nurses Nursing - Public Health Nurse Nutritionists and Dietitians Pharmacists Pharmacy Technicians Public Health Inspectors Rehabilitation - Chiroprodists/Podiatrists Rehabilitation - Occupational Therapists Rehabilitation - Physical Therapists Rehabilitation - Physiotherapy Assistants Rehabilitation - Speech-Language Pathologists MOOSE JAW-THUNDER CREEK Ambulance - EMT Ambulance - EMT-Advanced Ambulance - EMT-Paramedic Ambulance - Other Ambulance Attendants Dental - Certified Dental Assistants Dental - Dental Hygienists Dental - Dental Technicians Dental - Dental Therapists Dental - Dentists Dental - Denturists Dental - Uncertified Dental Assistants Diagnostic-Combined Technicians Diagnostic-Diagnostic Medical Sonographers Diagnostic-Electrocardiograph Technicians Diagnostic-Electroneurophysiology Technologists Diagnostic-Medical Laboratory Technologists Diagnostic-Operating Room Technicians Diagnostic-Radiological Technologists Food Service Supervisors Health Care - Home Care Aides	487	0.3	-	-	-	1	-	0.0%	-	0.0%	
	26,935	13.8	8	8	16	-	-	0.0%	-	0.0%	
	137,264	70.5	23	82	105	52	-	0.0%	-	0.0%	
	38,338	19.7	9	23	32	9	-	0.0%	-	0.0%	
	694	0.4	-	1	1	-	-	0.0%	-	0.0%	
	3,910	2.0	2	-	2	2	-	0.0%	-	0.0%	
	9,165	4.7	4	2	6	1	-	0.0%	1	16.7%	
	9,776	5.0	2	5	7	-	-	0.0%	-	0.0%	
	21,916	11.3	9	4	13	2	-	0.0%	3	23.1%	
	974	0.5	-	1	1	-	-	0.0%	-	0.0%	
	7,800	4.0	4	-	4	-	-	0.0%	-	0.0%	
	3,900	2.0	2	-	2	-	-	0.0%	-	0.0%	
	1,170	0.6	1	-	1	-	-	0.0%	2	200.0%	
	2,340	1.2	-	2	2	-	-	0.0%	-	0.0%	
	832	0.4	-	1	1	-	-	0.0%	-	0.0%	
	5,848	3.0	2	1	3	2	-	0.0%	2	66.7%	
	2,102,193	1,079.2	706	471	1,177	411	31	2.6%	69	5.7%	
	21,474	11.0	5	-	5	13	-	0.0%	-	0.0%	
	2,052	1.1	1	-	1	-	-	0.0%	5	500.0%	
	15,516	8.0	6	-	6	2	-	0.0%	-	0.0%	
	441	0.2	-	-	-	3	-	0.0%	-	0.0%	
	13,636	7.0	5	8	13	-	1	7.1%	4	28.6%	
	5,884	3.0	2	3	5	-	-	0.0%	-	0.0%	
	2,040	1.0	1	-	1	-	-	0.0%	-	0.0%	
	4,064	2.1	1	3	4	-	-	0.0%	-	0.0%	
	9,960	5.1	5	2	7	-	1	12.5%	1	12.5%	
	2,080	1.1	1	-	1	-	-	0.0%	-	0.0%	
	4,444	2.3	1	6	7	1	-	0.0%	-	0.0%	
	5,534	2.8	1	3	4	3	-	0.0%	-	0.0%	
	5,677	2.9	2	-	2	3	-	0.0%	-	0.0%	
	3,510	1.8	1	1	2	-	-	0.0%	-	0.0%	
	231	0.1	-	-	-	1	1	100.0%	2	200.0%	
60,852	31.2	17	9	26	5	-	0.0%	-	0.0%		
5,881	3.0	2	1	3	1	-	0.0%	-	0.0%		
22,853	11.7	10	1	11	3	2	15.4%	-	0.0%		
11,960	6.1	6	-	6	-	-	0.0%	-	0.0%		
112,839	57.9	9	94	103	18	-	0.0%	-	0.0%		

Appendix 7 - Rural Health District Areas 1998 (continued)

Moose Jaw-Thunder Creek, con't		Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part- Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
OCCUPATION											
Health Care - Nurse Aides		309,107	158.7	116	25	141	113	1	0.7%	3	2.1%
Health Care - Special Care/Health Care Aides		397,528	204.1	103	117	220	60	-	0.0%	1	0.5%
Health Educators		9,805	5.0	4	3	7	-	-	0.0%	-	0.0%
Health Records Administrators		3,908	2.0	2	-	2	-	-	0.0%	1	50.0%
Health Records Technicians		13,316	6.8	6	1	7	1	-	0.0%	1	14.3%
Health Service Managers		77,390	39.7	30	8	38	4	1	2.6%	4	10.3%
Nursing - Critical Care		21,520	11.0	7	5	12	6	-	0.0%	-	0.0%
Nursing - Emergency Room		23,916	12.3	5	10	15	3	-	0.0%	-	0.0%
Nursing - General Duty Nurses		269,002	138.1	84	96	180	98	3	1.6%	6	3.3%
Nursing - Licensed Practical Nurses		90,693	46.6	17	34	51	22	13	20.3%	15	23.4%
Nursing - Occupational Health Nurse		1,950	1.0	1	-	1	-	2	66.7%	2	66.7%
Nursing - OR Nurses (with training)		24,326	12.5	7	6	13	4	-	0.0%	-	0.0%
Nursing - Psychiatric Nurses		214,762	110.2	99	11	110	24	-	0.0%	-	0.0%
Nursing - Public Health Nurse		28,105	14.4	10	4	14	6	-	0.0%	1	7.1%
Nutritionists and Dietitians		11,013	5.7	5	-	5	1	3	37.5%	2	25.0%
Pharmacists		57,026	29.3	25	4	29	4	1	3.3%	1	3.3%
Pharmacy Technicians		7,982	4.1	3	2	5	-	-	0.0%	-	0.0%
Psychologists		5,345	2.7	3	-	3	-	-	0.0%	-	0.0%
Public Health Inspectors		7,797	4.0	5	-	5	-	-	0.0%	1	20.0%
Rehabilitation - Exercise Therapists		4,500	2.3	2	1	3	-	-	0.0%	-	0.0%
Rehabilitation - Occupational Therapists		27,902	14.3	14	1	15	-	2	11.8%	6	35.3%
Rehabilitation - Occupational Therapy Assistants		2,600	1.3	1	-	1	-	-	0.0%	-	0.0%
Rehabilitation - Physical Therapists		34,390	17.7	17	2	19	-	-	0.0%	-	0.0%
Rehabilitation - Physiotherapy Assistants		14,583	7.5	7	2	9	2	-	0.0%	-	0.0%
Rehabilitation - Recreation Therapists		19,480	10.0	8	1	9	6	-	0.0%	2	22.2%
Rehabilitation - Respiratory Therapists		5,175	2.7	2	-	2	2	-	0.0%	-	0.0%
Rehabilitation - Speech-Language Pathologists		6,960	3.6	2	2	4	1	-	0.0%	3	75.0%
Social Service Workers		51,024	26.2	23	2	25	1	-	0.0%	5	20.0%
Social Workers		50,160	25.7	22	3	25	-	-	0.0%	3	12.0%
MOOSE MOUNTAIN		485,571	249.3	111	197	308	169	8	2.5%	12	3.8%
Ambulance - EMT		13,240	6.8	6	-	6	9	-	0.0%	-	0.0%
Ambulance - Other Ambulance Attendants		7,227	3.7	2	-	2	36	-	0.0%	1	50.0%
Dental - Certified Dental Assistants		7,611	3.9	5	1	6	-	-	0.0%	-	0.0%
Dental - Dentists		3,628	1.9	2	-	2	-	-	0.0%	1	50.0%
Dental - Uncertified Dental Assistants		5,212	2.7	3	-	3	-	2	40.0%	3	60.0%
Diagnostic-Combined Technicians		13,556	7.0	2	9	11	3	-	0.0%	-	0.0%
Diagnostic-Medical Laboratory Technologists		2,080	1.1	1	-	1	-	-	0.0%	-	0.0%

Appendix 7 - Rural Health District Areas 1998 (continued)

Moose Mountain, con't

OCCUPATION

	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part- Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
Diagnostic-Radiological Technologists	9,541	4.9	1	4	5	2	-	0.0%	-	0.0%
Health Care - Home Care Aides	46,886	24.1	-	45	45	10	-	0.0%	-	0.0%
Health Care - Nurse Aides	31,000	15.9	8	12	20	7	-	0.0%	2	10.0%
Health Care - Special Care/Health Care Aides	143,253	73.5	32	44	76	43	-	0.0%	-	0.0%
Health Records Administrators	2,080	1.1	1	-	1	-	1	50.0%	1	50.0%
Health Records Technicians	20,310	10.4	4	7	11	3	-	0.0%	-	0.0%
Health Service Managers	19,123	9.8	5	10	15	9	-	0.0%	-	0.0%
Nursing - General Duty Nurses	96,352	49.5	19	50	69	43	1	1.4%	1	1.4%
Nursing - Licensed Practical Nurses	25,721	13.2	2	11	13	4	-	0.0%	-	0.0%
Nursing - Psychiatric Nurses	3,767	1.9	2	-	2	-	-	0.0%	-	0.0%
Nursing - Public Health Nurse	9,591	4.9	5	2	7	-	1	12.5%	-	0.0%
Nutritionists and Dietitians	1,104	0.6	1	-	1	-	2	66.7%	3	100.0%
Pharmacists	16,848	8.6	7	1	8	-	1	11.1%	-	0.0%
Rehabilitation - Physical Therapists	3,437	1.8	1	1	2	-	-	0.0%	-	0.0%
Social Workers	4,004	2.1	2	-	2	-	-	0.0%	-	0.0%
NORTH CENTRAL	488,156	250.6	160	116	276	114	16	5.5%	32	11.0%
Dental - Certified Dental Assistants	8,766	4.5	4	1	5	-	-	0.0%	-	0.0%
Dental - Dental Hygienists	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
Dental - Dentists	3,896	2.0	2	-	2	-	1	33.3%	1	33.3%
Dental - Uncertified Dental Assistants	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
Diagnostic-Combined Technicians	2,273	1.2	-	1	1	-	-	0.0%	-	0.0%
Diagnostic-Diagnostic Medical Sonographers	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
Diagnostic-Medical Laboratory Technologists	11,682	6.0	5	1	6	-	-	0.0%	-	0.0%
Diagnostic-Radiological Technologists	7,583	3.9	2	3	5	1	-	0.0%	-	0.0%
Food Service Supervisors	3,900	2.0	2	-	2	-	-	0.0%	-	0.0%
Health Care - Home Care Aides	36,872	18.9	3	20	23	5	-	0.0%	-	0.0%
Health Care - Nurse Aides	72,730	37.3	35	17	52	32	-	0.0%	-	0.0%
Health Care - Special Care/Health Care Aides	73,344	37.7	20	16	36	16	-	0.0%	-	0.0%
Health Educators	4,893	2.5	1	3	4	-	-	0.0%	-	0.0%
Health Records Administrators	1,950	1.0	1	-	1	-	-	0.0%	1	100.0%
Health Records Technicians	3,900	2.0	2	-	2	-	-	0.0%	-	0.0%
Health Service Managers	25,241	13.0	8	4	12	-	-	0.0%	-	0.0%
Nursing - General Duty Nurses	101,712	52.2	24	29	53	41	-	0.0%	3	5.7%
Nursing - Licensed Practical Nurses	29,730	15.3	11	3	14	11	-	0.0%	11	78.6%
Nursing - Licensed Practical Nurses - OR	1,900	1.0	-	1	1	-	-	0.0%	-	0.0%
Nursing - OR Nurses (without training)	10,776	5.5	2	1	3	2	-	0.0%	-	0.0%
Nursing - Psychiatric Nurses	10,055	5.2	4	2	6	-	-	0.0%	5	83.3%

Appendix 7 - Rural Health District Areas 1998 (continued)

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
Nursing - Public Health Nurse	10,868	5.6	5	2	7	-	-	0.0%	-	0.0%
Nutritionists and Dietitians	4,207	2.2	1	2	3	-	-	0.0%	-	0.0%
Pharmacists	11,613	6.0	5	3	8	4	1	11.1%	4	44.4%
Pharmacy Technicians	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
Psychologists	1,943	1.0	1	-	1	-	-	0.0%	-	0.0%
Public Health Inspectors	7,607	3.9	4	-	4	-	-	0.0%	-	0.0%
Rehabilitation - Occupational Therapists	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
Rehabilitation - Physical Therapists	8,185	4.2	3	2	5	-	1	16.7%	1	16.7%
Rehabilitation - Physiotherapy Assistants	12,770	6.6	5	3	8	2	2	20.0%	1	10.0%
Rehabilitation - Recreation Therapists	586	0.3	-	-	-	-	9	100.0%	2	22.2%
Rehabilitation - Speech-Language Pathologists	3,865	2.0	2	2	4	-	-	0.0%	1	25.0%
Social Workers	5,563	2.9	3	-	3	-	2	40.0%	2	40.0%
NORTH VALLEY	574,808	295.1	164	218	382	134	3	0.8%	27	7.0%
Ambulance - EMT	51,442	26.4	19	5	24	9	-	0.0%	-	0.0%
Ambulance - Other Ambulance Attendants	5,461	2.8	1	2	3	3	-	0.0%	1	33.3%
Dental - Certified Dental Assistants	2,800	1.4	2	-	2	-	-	0.0%	-	0.0%
Dental - Dental Hygienists	1,400	0.7	1	-	1	-	-	0.0%	-	0.0%
Dental - Dentists	1,400	0.7	1	-	1	-	-	0.0%	-	0.0%
Diagnostic-Combined Technicians	2,534	1.3	-	2	2	1	1	33.3%	1	33.3%
Diagnostic-Medical Laboratory Technologists	15,232	7.8	4	5	9	5	2	18.2%	2	18.2%
Diagnostic-Radiological Technologists	7,097	3.6	1	5	6	-	-	0.0%	-	0.0%
Food Service Supervisors	2,080	1.1	1	-	1	-	-	0.0%	-	0.0%
Health Care - Home Care Aides	40,625	20.9	-	17	17	22	-	0.0%	-	0.0%
Health Care - Nurse Aides	12,843	6.6	3	6	9	8	-	0.0%	1	11.1%
Health Care - Special Care/Health Care Aides	172,281	88.4	52	74	126	37	-	0.0%	1	0.8%
Health Records Administrators	2,210	1.1	1	1	2	-	-	0.0%	-	0.0%
Health Records Technicians	3,160	1.6	2	1	3	1	-	0.0%	1	33.3%
Health Service Managers	24,332	12.5	12	2	14	-	-	0.0%	1	7.1%
Nursing - General Duty Nurses	114,107	58.6	24	65	89	35	-	0.0%	3	3.4%
Nursing - Graduate Nurses	3,693	1.9	-	4	4	-	-	0.0%	-	0.0%
Nursing - Licensed Practical Nurses	43,853	22.5	10	21	31	12	-	0.0%	-	0.0%
Nursing - Occupational Health Nurse	974	0.5	-	1	1	-	-	0.0%	-	0.0%
Nursing - Psychiatric Nurses	4,870	2.5	2	1	3	-	-	0.0%	2	66.7%
Nursing - Public Health Nurse	7,795	4.0	2	3	5	-	-	0.0%	-	0.0%
Nutritionists and Dietitians	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
Pharmacists	22,631	11.6	10	1	11	1	-	0.0%	5	45.5%
Pharmacy Technicians	4,160	2.1	2	-	2	-	-	0.0%	-	0.0%

Appendix 7 - Rural Health District Areas 1998 (continued)

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part- Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
Rehabilitation - Occupational Therapists	3,896	2.0	2	-	2	-	-	0.0%	-	0.0%
Rehabilitation - Occupational Therapy Assistants	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
Rehabilitation - Physical Therapists	5,846	3.0	3	-	3	-	-	0.0%	-	0.0%
Rehabilitation - Physiotherapy Assistants	4,872	2.5	3	-	3	-	-	0.0%	-	0.0%
Rehabilitation - Recreation Technologists	1,950	1.0	1	-	1	-	-	0.0%	1	100.0%
Rehabilitation - Recreation Therapists	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
Rehabilitation - Speech-Language Pathologists	3,896	2.0	2	-	2	-	-	0.0%	8	400.0%
Social Workers	1,522	0.8	-	2	2	-	-	0.0%	-	0.0%
NORTH-EAST	557,980	286.4	172	159	331	122	4	1.2%	26	7.8%
Ambulance - EMT	34,030	17.5	15	3	18	-	-	0.0%	2	11.1%
Ambulance - EMT-Advanced	18,476	9.5	9	-	9	1	-	0.0%	-	0.0%
Ambulance - EMT-Paramedic	2,184	1.1	1	-	1	-	-	0.0%	-	0.0%
Ambulance - Other Ambulance Attendants	2,468	1.3	-	2	2	3	-	0.0%	2	100.0%
Dental - Certified Dental Assistants	5,848	3.0	2	4	6	-	3	33.3%	-	0.0%
Dental - Dental Hygienists	1,820	0.9	1	-	1	-	-	0.0%	2	200.0%
Dental - Dentists	3,768	1.9	2	-	2	-	-	0.0%	-	0.0%
Dental - Denturists	2,080	1.1	1	-	1	-	-	0.0%	-	0.0%
Diagnostic-Combined Technicians	9,255	4.8	2	4	6	3	-	0.0%	-	0.0%
Diagnostic-Diagnostic Medical Sonographers	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
Diagnostic-Medical Laboratory Technologists	14,125	7.3	5	9	14	1	-	0.0%	-	0.0%
Diagnostic-Radiological Technologists	5,844	3.0	2	2	4	-	-	0.0%	-	0.0%
Food Service Supervisors	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
Health Care - Nurse Aides	6,052	3.1	3	1	4	-	-	0.0%	-	0.0%
Health Care - Special Care/Health Care Aides	212,076	108.9	45	76	121	80	-	0.0%	-	0.0%
Health Records Administrators	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
Health Records Technicians	5,359	2.8	2	1	3	1	-	0.0%	-	0.0%
Health Service Managers	23,510	12.1	12	-	12	-	-	0.0%	-	0.0%
Nursing - Emergency Room	3,409	1.8	1	1	2	1	-	0.0%	-	0.0%
Nursing - General Duty Nurses	110,502	56.7	32	35	67	21	1	1.5%	1	1.5%
Nursing - Licensed Practical Nurses	36,525	18.8	13	7	20	9	-	0.0%	-	0.0%
Nursing - OR Nurses (with training)	3,896	2.0	2	-	2	-	-	0.0%	-	0.0%
Nursing - Primary Care Nurses	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
Nursing - Psychiatric Nurses	9,740	5.0	4	2	6	-	-	0.0%	5	83.3%
Nursing - Public Health Nurse	5,844	3.0	2	2	4	-	-	0.0%	-	0.0%
Nutritionists and Dietitians	1,948	1.0	-	2	2	-	-	0.0%	2	100.0%
Pharmacists	18,280	9.4	6	6	12	2	-	0.0%	4	33.3%
Pharmacy Technicians	1,461	0.8	-	2	2	-	-	0.0%	-	0.0%

Appendix 7 - Rural Health District Areas 1998 (continued)

North-East, con't	OCCUPATION	Total Hours		Full-Time Equivalents		Full-Time Positions		Part-Time Positions		Full-&Part-Time Totals		Casual Positions		Vacancies		Vacancy Rate		Total Turnovers		Turnover Rate	
	Psychologists	1,948		1.0		1		-		1		-		-		0.0%		3		300.0%	
	Rehabilitation - Occupational Therapists	1,948		1.0		1		-		1		-		-		0.0%		-		0.0%	
	Rehabilitation - Physical Therapists	5,844		3.0		3		-		3		-		-		0.0%		2		66.7%	
	Social Workers	1,948		1.0		1		-		1		-		-		0.0%		3		300.0%	
	NORTHWEST	459,574		235.9		168		97		265		66		12		4.3%		40		14.5%	
	Ambulance - EMT	10,590		5.4		5		-		5		2		-		0.0%		2		40.0%	
	Ambulance - EMT-Advanced	4,450		2.3		2		-		2		1		-		0.0%		-		0.0%	
	Ambulance - EMT-Paramedic	2,050		1.1		1		-		1		-		-		0.0%		-		0.0%	
	Ambulance - Other Ambulance Attendants	530		0.3		-		-		-		3		-		0.0%		-		0.0%	
	Dental - Dental Therapists	5,844		3.0		3		-		3		-		-		0.0%		-		0.0%	
	Diagnostic-Combined Technicians	14,573		7.5		4		3		7		-		-		0.0%		-		0.0%	
	Diagnostic-Medical Laboratory Technologists	11,440		5.9		4		1		5		3		-		0.0%		-		0.0%	
	Diagnostic-Radiological Technologists	2,366		1.2		1		-		1		1		-		0.0%		-		0.0%	
	Health Care - Home Care Aides	47,976		24.6		14		13		27		12		-		0.0%		-		0.0%	
	Health Care - Nurse Aides	42,740		21.9		11		7		18		14		-		0.0%		-		0.0%	
	Health Care - Special Care/Health Care Aides	50,962		26.2		17		8		25		17		-		0.0%		1		4.0%	
	Health Educators	20,454		10.5		10		1		11		-		-		0.0%		-		0.0%	
	Health Records Administrators	1,824		0.9		1		-		1		-		-		0.0%		-		0.0%	
	Health Records Technicians	5,596		2.9		3		-		3		-		-		0.0%		1		33.3%	
	Health Service Managers	18,677		9.6		9		1		10		-		-		0.0%		1		10.5%	
	Nursing - Emergency Room	1,950		1.0		-		3		3		-		-		0.0%		-		0.0%	
	Nursing - General Duty Nurses	76,009		39.0		24		28		52		10		4		7.1%		4		7.1%	
	Nursing - Licensed Practical Nurses	20,119		10.3		8		9		17		2		-		0.0%		-		0.0%	
	Nursing - Primary Care Nurses	11,688		6.0		6		-		6		-		-		0.0%		-		0.0%	
	Nursing - Psychiatric Nurses	3,960		2.0		2		-		2		-		-		0.0%		-		0.0%	
	Nursing - Public Health Nurse	18,708		9.6		9		2		11		1		-		0.0%		2		18.2%	
	Nutritionists and Dietitians	2,550		1.3		-		2		2		-		-		0.0%		-		0.0%	
	Pharmacists	19,048		9.8		7		5		12		-		1		7.7%		6		46.2%	
	Pharmacy Technicians	5,844		3.0		2		2		4		-		-		0.0%		3		75.0%	
	Psychologists	3,896		2.0		2		-		2		-		5		71.4%		5		71.4%	
	Rehabilitation - Occupational Therapists	3,892		2.0		2		-		2		-		-		0.0%		1		50.0%	
	Rehabilitation - Physical Therapists	6,079		3.1		2		2		4		-		-		0.0%		1		25.0%	
	Rehabilitation - Physiotherapy Assistants	2,903		1.5		2		-		2		-		1		33.3%		5		166.7%	
	Rehabilitation - Speech-Language Pathologists	8,766		4.5		2		5		7		-		-		0.0%		1		14.3%	
	Social Service Workers	21,428		11.0		11		-		11		-		-		0.0%		4		36.4%	
	Social Workers	12,662		6.5		4		5		9		-		1		10.0%		3		30.0%	

Appendix 7 - Rural Health District Areas 1998 (continued)

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part- Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
PARKLAND	526,208	270.1	139	168	307	148	2	0.6%	13	4.2%
Ambulance - EMT	24,456	12.6	12	-	12	4	-	0.0%	1	12.5%
Ambulance - Other Ambulance Attendants	583	0.3	-	-	-	4	-	0.0%	-	0.0%
Dental - Certified Dental Assistants	1,560	0.8	1	-	1	-	-	0.0%	-	0.0%
Dental - Dental Therapists	3,896	2.0	2	-	2	-	-	0.0%	-	0.0%
Dental - Dentists	1,404	0.7	1	-	1	-	-	0.0%	-	0.0%
Dental - Uncertified Dental Assistants	1,560	0.8	1	-	1	-	-	0.0%	-	0.0%
Diagnostic-Combined Technicians	13,902	7.1	2	9	11	9	1	8.3%	1	8.3%
Diagnostic-Radiological Technologists	2,261	1.2	1	-	1	-	-	0.0%	-	0.0%
Health Care - Home Care Aides	52,672	27.0	-	37	37	-	-	0.0%	-	0.0%
Health Care - Nurse Aides	40,516	20.8	6	10	16	14	1	5.9%	-	0.0%
Health Care - Special Care/Health Care Aides	138,656	71.2	39	44	83	42	-	0.0%	-	0.0%
Health Educators	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
Health Records Technicians	5,850	3.0	2	1	3	3	-	0.0%	-	0.0%
Health Service Managers	27,428	14.1	13	-	13	-	-	0.0%	5	38.5%
Nursing - General Duty Nurses	127,894	65.7	24	53	77	59	-	0.0%	-	0.0%
Nursing - Licensed Practical Nurses	29,468	15.1	9	8	17	12	-	0.0%	-	0.0%
Nursing - Licensed Practical Nurses - OR	487	0.3	-	-	-	1	-	0.0%	-	0.0%
Nursing - Psychiatric Nurses	6,825	3.5	4	1	5	-	-	0.0%	-	0.0%
Nursing - Public Health Nurse	13,256	6.8	4	4	8	-	-	0.0%	-	0.0%
Nutritionists and Dietitians	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
Pharmacists	20,884	10.7	9	1	10	-	-	0.0%	3	30.0%
Rehabilitation - Occupational Therapists	3,900	2.0	2	-	2	-	-	0.0%	-	0.0%
Rehabilitation - Occupational Therapy Assistants	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
Social Service Workers	1,950	1.0	1	-	1	-	-	0.0%	3	300.0%
Social Workers	950	0.5	3	-	3	-	-	0.0%	-	0.0%
PASQUITA	465,110	238.8	123	269	392	59	3	0.8%	47	11.9%
Ambulance - EMT	17,087	8.8	8	5	13	3	-	0.0%	2	15.4%
Ambulance - EMT-Advanced	4,160	2.1	2	-	2	-	-	0.0%	1	50.0%
Ambulance - EMT-Paramedic	1,948	1.0	1	-	1	-	-	0.0%	5	500.0%
Ambulance - Other Ambulance Attendants	2,995	1.5	1	3	4	5	-	0.0%	-	0.0%
Dental - Certified Dental Assistants	8,166	4.2	1	7	8	-	-	0.0%	2	25.0%
Dental - Dental Hygienists	1,474	0.8	-	2	2	-	-	0.0%	1	50.0%
Dental - Dentists	5,330	2.7	2	2	4	-	-	0.0%	-	0.0%
Dental - Denturists	2,080	1.1	1	-	1	-	2	66.7%	-	0.0%
Dental - Uncertified Dental Assistants	800	0.4	-	1	1	-	-	0.0%	-	0.0%
Diagnostic-Combined Technicians	7,638	3.9	2	5	7	1	-	0.0%	-	0.0%

Appendix 7 - Rural Health District Areas 1998 (continued)

Pasqua, con't	OCCUPATION	Total Hours	Full-Time		Part-Time Positions	Full-&Part-Time Totals		Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
			Equivalents	Positions		Positions	Positions					
	Diagnostic-Medical Laboratory Technologists	12,480	6.4	4	4	8	-	-	-	0.0%	1	12.5%
	Diagnostic-Radiological Technologists	3,510	1.8	-	3	3	3	-	-	0.0%	-	0.0%
	Food Service Supervisors	1,950	1.0	1	-	1	-	-	-	0.0%	-	0.0%
	Health Care - Home Care Aides	45,000	23.1	-	46	46	-	-	-	0.0%	-	0.0%
	Health Care - Nurse Aides	21,887	11.2	5	15	20	10	-	-	0.0%	5	25.0%
	Health Care - Special Care/Health Care Aides	115,109	59.1	34	72	106	9	-	-	0.0%	-	0.0%
	Health Educators	1,948	1.0	1	-	1	-	-	-	0.0%	-	0.0%
	Health Records Administrators	1,950	1.0	1	-	1	-	-	-	0.0%	1	100.0%
	Health Records Technicians	6,818	3.5	3	1	4	-	-	-	0.0%	-	0.0%
	Health Service Managers	4,875	2.5	1	4	5	-	-	-	0.0%	-	0.0%
	Nursing - Dialysis	3,120	1.6	-	3	3	-	-	-	0.0%	-	0.0%
	Nursing - Emergency Room	975	0.5	-	1	1	-	-	-	0.0%	-	0.0%
	Nursing - General Duty Nurses	78,274	40.2	16	60	76	19	-	-	0.0%	-	0.0%
	Nursing - Licensed Practical Nurses	39,211	20.1	11	20	31	6	-	-	0.0%	-	0.0%
	Nursing - OR Nurses (with training)	13,916	7.1	7	-	7	2	-	-	0.0%	-	0.0%
	Nursing - OR Nurses (without training)	487	0.3	-	-	-	1	-	-	0.0%	-	0.0%
	Nursing - Psychiatric Nurses	4,285	2.2	-	3	3	-	-	-	0.0%	-	0.0%
	Nursing - Public Health Nurse	10,723	5.5	1	7	8	-	-	-	0.0%	-	0.0%
	Nutritionists and Dietitians	1,950	1.0	1	-	1	-	-	-	0.0%	6	600.0%
	Pharmacists	27,934	14.3	12	4	16	-	-	-	0.0%	5	31.3%
	Pharmacy Technicians	4,030	2.1	2	-	2	-	-	-	0.0%	6	300.0%
	Rehabilitation - Occupational Therapists	1,950	1.0	1	-	1	-	-	-	0.0%	-	0.0%
	Rehabilitation - Physical Therapists	3,900	2.0	2	-	2	-	1	33.3%	33.3%	9	300.0%
	Rehabilitation - Physiotherapy Assistants	1,950	1.0	1	-	1	-	-	0.0%	0.0%	2	200.0%
	Rehabilitation - Recreation Technologists	3,250	1.7	-	1	1	-	-	0.0%	0.0%	-	0.0%
	Social Service Workers	1,950	1.0	1	-	1	-	-	0.0%	0.0%	1	100.0%
	Social Workers	-	-	-	-	-	-	-	-	0.0%	-	0.0%
	PIPESTONE	868,784	446.0	243	336	579	202	3	0.5%	0.5%	8	1.4%
	Ambulance - EMT	14,282	7.3	5	24	29	7	-	-	0.0%	-	0.0%
	Ambulance - EMT-Advanced	4,160	2.1	2	-	2	-	-	-	0.0%	-	0.0%
	Ambulance - Other Ambulance Attendants	2,200	1.1	1	-	1	1	-	-	0.0%	-	0.0%
	Dental - Certified Dental Assistants	12,904	6.6	6	2	8	-	-	-	0.0%	-	0.0%
	Dental - Dental Hygienists	7,621	3.9	4	2	6	1	1	14.3%	14.3%	1	14.3%
	Dental - Dental Therapists	9,653	5.0	4	2	6	-	-	-	0.0%	-	0.0%
	Dental - Dentists	11,444	5.9	6	-	6	-	-	-	0.0%	-	0.0%
	Dental - Uncertified Dental Assistants	4,864	2.5	1	3	4	-	1	20.0%	20.0%	2	40.0%
	Diagnostic-Combined Technicians	18,233	9.4	1	12	13	9	-	-	0.0%	-	0.0%

Pipestone, con't

Appendix 7 - Rural Health District Areas 1998 (continued)

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part- Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
Diagnostic-Medical Laboratory Technologists	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
Diagnostic-Radiological Technologists	2,630	1.4	1	1	2	-	-	0.0%	-	0.0%
Food Service Supervisors	3,896	-	-	-	-	-	-	0.0%	-	0.0%
Health Care - Home Care Aides	164,913	2.0	2	-	2	-	-	0.0%	-	0.0%
Health Care - Nurse Aides	84.7	64	43	-	107	35	-	0.0%	-	0.0%
Health Care - Special Care/Health Care Aides	248,612	127.6	48	136	184	75	-	0.0%	-	0.0%
Health Records Technicians	10,441	5.4	3	3	6	2	-	0.0%	-	0.0%
Health Service Managers	29,221	15.0	12	6	18	-	-	0.0%	-	0.0%
Nursing - General Duty Nurses	187,805	96.4	38	80	118	65	-	0.0%	3	16.7%
Nursing - Graduate Nurses	36	0.0	-	-	-	1	-	0.0%	-	0.0%
Nursing - Licensed Practical Nurses	39,369	20.2	7	6	13	2	-	0.0%	-	0.0%
Nursing - Psychiatric Nurses	5,844	3.0	3	-	3	2	-	0.0%	-	0.0%
Nursing - Public Health Nurse	12,275	6.3	3	7	10	-	-	0.0%	-	0.0%
Nutritionists and Dietitians	15	0.0	-	-	-	-	-	0.0%	-	0.0%
Pharmacists	31,048	15.9	12	7	19	1	1	100.0%	-	0.0%
Pharmacy Technicians	1,950	1.0	1	-	1	-	-	0.0%	2	10.5%
Rehabilitation - Physical Therapists	3,896	2.0	-	-	-	-	-	0.0%	-	0.0%
Rehabilitation - Physiotherapy Assistants	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
Rehabilitation - Recreation Technologists	1,948	1.0	-	-	-	-	-	0.0%	-	0.0%
Rehabilitation - Recreation Therapists	4,160	2.1	2	-	2	1	-	0.0%	-	0.0%
Social Service Workers	21,728	11.2	11	-	11	-	-	0.0%	-	0.0%
Social Workers	9,740	5.0	4	2	6	-	-	0.0%	-	0.0%
PRAIRIE WEST	401,361	206.0	89	208	297	119	5	1.7%	3	1.0%
Ambulance - EMT	25,000	12.8	9	5	14	16	-	0.0%	-	0.0%
Ambulance - EMT-Advanced	5,850	3.0	3	-	3	1	-	0.0%	-	0.0%
Ambulance - Other Ambulance Attendants	500	0.3	-	-	-	28	-	0.0%	-	0.0%
Dental - Certified Dental Assistants	4,870	2.5	1	3	4	-	-	0.0%	-	0.0%
Dental - Dental Hygienists	974	0.5	-	1	1	-	-	0.0%	-	0.0%
Dental - Dentists	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
Dental - Denturists	2,080	1.1	1	-	1	-	-	0.0%	-	0.0%
Diagnostic-Combined Technicians	20,628	10.6	1	-	1	-	-	0.0%	-	0.0%
Diagnostic-Medical Laboratory Technologists	6,266	3.2	1	6	7	7	-	0.0%	-	0.0%
Diagnostic-Radiological Technologists	1,300	0.7	-	4	5	2	-	0.0%	-	0.0%
Food Service Supervisors	1,950	1.0	1	1	1	1	-	0.0%	-	0.0%
Health Care - Home Care Aides	32,668	16.8	-	48	48	-	-	0.0%	-	0.0%
Health Care - Nurse Aides	11,396	5.9	1	6	7	5	-	0.0%	-	0.0%
Health Care - Special Care/Health Care Aides	91,772	47.1	21	41	62	13	1	1.6%	-	0.0%

Appendix 7 - Rural Health District Areas 1998 (continued)

Prairie West, con't OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part- Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
Health Educators	2,800	1.4	1	-	1	-	1	50.0%	-	0.0%
Health Records Technicians	780	0.4	-	2	2	-	-	0.0%	-	0.0%
Health Service Managers	23,744	12.2	12	-	12	-	-	0.0%	-	0.0%
Nursing - General Duty Nurses	63,545	32.6	8	51	59	28	1	1.7%	1	1.7%
Nursing - Licensed Practical Nurses	35,325	18.1	9	19	28	7	-	0.0%	1	3.6%
Nursing - OR Nurses (with training)	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
Nursing - OR Nurses (without training)	700	0.4	-	-	-	6	-	0.0%	-	0.0%
Nursing - Psychiatric Nurses	6,330	3.2	3	1	4	1	-	0.0%	-	0.0%
Nursing - Public Health Nurse	7,792	4.0	2	4	6	1	-	0.0%	-	0.0%
Nutritionists and Dietitians	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
Pharmacists	25,446	13.1	6	7	13	-	1	7.1%	-	0.0%
Psychologists	9,837	5.0	2	4	6	1	1	14.3%	-	0.0%
Public Health Inspectors	1,900	1.0	1	-	1	-	-	0.0%	-	0.0%
Rehabilitation - Occupational Therapists	2,900	1.5	1	1	2	-	-	0.0%	-	0.0%
Rehabilitation - Occupational Therapy Assistants	3,312	1.7	-	3	3	-	-	0.0%	1	33.3%
Rehabilitation - Speech-Language Pathologists	1,948	1.0	-	1	1	2	-	0.0%	-	0.0%
Social Workers	3,900	2.0	2	-	2	-	-	0.0%	-	0.0%
PRINCE ALBERT	2,029,544	1,041.9	734	377	1,111	342	17	1.5%	72	6.4%
Ambulance - EMT	37,012	19.0	8	22	30	-	-	0.0%	-	0.0%
Ambulance - EMT-Advanced	7,792	4.0	4	-	4	-	-	0.0%	2	50.0%
Ambulance - EMT-Paramedic	12,688	6.5	6	1	7	-	-	0.0%	-	0.0%
Ambulance - Other Ambulance Attendants	2,922	1.5	-	3	3	-	-	0.0%	-	0.0%
Dental - Certified Dental Assistants	33,825	17.4	15	10	25	1	-	0.0%	11	44.0%
Dental - Dental Hygienists	7,180	3.7	4	1	5	1	1	16.7%	5	83.3%
Dental - Dental Technicians	14,128	7.3	7	-	7	1	-	0.0%	5	71.4%
Dental - Dental Therapists	9,323	4.8	4	2	6	-	-	0.0%	-	0.0%
Dental - Dentists	19,365	9.9	8	4	12	-	-	0.0%	2	16.7%
Dental - Denturists	3,800	2.0	2	-	2	-	-	0.0%	-	0.0%
Dental - Uncertified Dental Assistants	5,484	2.8	2	2	4	-	1	20.0%	5	100.0%
Diagnostic-Combined Technicians	3,896	2.0	2	-	2	-	-	0.0%	1	50.0%
Diagnostic-Diagnostic Medical Sonographers	5,855	3.0	3	-	3	1	-	0.0%	-	0.0%
Diagnostic-Electrocardiograph Technicians	2,219	1.1	1	-	1	-	1	50.0%	1	50.0%
Diagnostic-Medical Laboratory Technologists	60,100	30.9	20	16	36	5	-	0.0%	1	2.8%
Diagnostic-Radiological Technologists	31,347	16.1	9	17	26	9	-	0.0%	-	0.0%
Food Service Supervisors	7,880	4.0	4	-	4	-	-	0.0%	-	0.0%
Health Care - Home Care Aides	86,076	44.2	6	42	48	22	-	0.0%	-	0.0%
Health Care - Nurse Aides	197,251	101.3	73	17	90	48	1	1.1%	12	13.2%

Appendix 7 - Rural Health District Areas 1998 (continued)

Prince Albert, con't	OCCUPATION	Total Hours	Full-Time		Part-Time Positions	Full-&Part-Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
			Equivalents	Positions							
	Health Care - Special Care/Health Care Aides	248,637	127.6	107	33	140	51	-	0.0%	-	0.0%
	Health Educators	7,303	3.7	5	-	5	-	-	0.0%	4	80.0%
	Health Records Administrators	11,700	6.0	6	-	6	-	-	0.0%	2	33.3%
	Health Records Technicians	11,180	5.7	5	-	5	-	-	0.0%	3	60.0%
	Health Service Managers	133,468	68.5	63	7	70	-	1	1.4%	-	0.0%
	Nursing - Critical Care	29,248	15.0	8	8	16	5	-	0.0%	-	0.0%
	Nursing - Dialysis	11,271	5.8	2	5	7	1	-	0.0%	1	14.3%
	Nursing - Emergency Room	30,358	15.6	16	9	25	4	4	13.8%	1	3.4%
	Nursing - General Duty Nurses	378,502	194.3	107	81	188	111	1	0.5%	1	0.5%
	Nursing - Graduate Nurses	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
	Nursing - Licensed Practical Nurses	113,597	58.3	46	9	55	31	-	0.0%	-	0.0%
	Nursing - Licensed Practical Nurses - OR	9,963	5.1	2	1	3	2	-	0.0%	1	33.3%
	Nursing - Occupational Health Nurse	8,981	4.6	2	-	2	5	-	0.0%	-	0.0%
	Nursing - OR Nurses (with training)	3,409	1.8	1	1	2	1	-	0.0%	-	0.0%
	Nursing - OR Nurses (without training)	31,417	16.1	5	4	9	2	-	0.0%	-	0.0%
	Nursing - Primary Care Nurses	17,532	9.0	9	-	9	-	-	0.0%	-	0.0%
	Nursing - Psychiatric Nurses	81,994	42.1	36	24	60	5	-	0.0%	6	10.0%
	Nursing - Public Health Nurse	53,595	27.5	17	9	26	6	-	0.0%	-	0.0%
	Nutritionists and Dietitians	8,054	4.1	4	1	5	-	-	0.0%	-	0.0%
	Pharmacists	99,030	50.8	31	22	53	4	3	5.4%	6	10.7%
	Pharmacy Technicians	25,919	13.3	9	10	19	-	1	2.6%	-	0.0%
	Psychologists	16,721	8.6	7	3	10	1	-	0.0%	-	0.0%
	Public Health Inspectors	13,416	6.9	7	-	7	-	-	0.0%	-	0.0%
	Rehabilitation - Chiroprodists/Podiatrists	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
	Rehabilitation - Exercise Therapists	7,200	3.7	3	2	5	1	-	0.0%	-	0.0%
	Rehabilitation - Occupational Therapists	13,263	6.8	8	1	9	1	-	0.0%	2	22.2%
	Rehabilitation - Occupational Therapy Assistants	5,481	2.8	3	1	4	3	-	0.0%	-	0.0%
	Rehabilitation - Physical Therapy Assistants	31,228	16.0	13	3	16	2	-	0.0%	-	0.0%
	Rehabilitation - Physiotherapy Assistants	13,972	7.2	7	1	8	3	-	0.0%	-	0.0%
	Rehabilitation - Recreation Technologists	12,323	6.3	5	-	5	2	-	0.0%	-	0.0%
	Rehabilitation - Recreation Therapists	1,962	1.0	1	-	1	-	-	0.0%	-	0.0%
	Rehabilitation - Respiratory Therapists	4,873	2.5	2	1	3	-	-	0.0%	-	0.0%
	Rehabilitation - Speech-Language Pathologists	10,515	5.4	4	2	6	-	2	25.0%	-	0.0%
	Social Service Workers	10,123	5.2	4	1	5	11	-	0.0%	-	0.0%
	Social Workers	21,268	10.9	9	1	10	2	1	9.1%	-	0.0%

Appendix 7 - Rural Health District Areas 1998 (continued)

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part- Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
ROLLING HILLS	175,398	90.0	51	84	135	64	1	0.7%	8	5.9%
Ambulance - EMT	1,461	0.8	-	-	-	3	-	0.0%	-	0.0%
Ambulance - Other Ambulance Attendants	3,896	2.0	-	-	-	8	-	0.0%	-	0.0%
Diagnostic-Combined Technicians	8,000	4.1	-	8	8	2	-	0.0%	-	0.0%
Health Care - Nurse Aides	1,248	0.6	-	1	1	-	-	0.0%	-	0.0%
Health Care - Special Care/Health Care Aides	75,464	38.7	19	35	54	28	-	0.0%	-	0.0%
Health Educators	1,950	1.0	2	-	2	-	-	0.0%	-	0.0%
Health Records Technicians	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
Health Service Managers	2,080	1.1	1	-	1	-	-	0.0%	-	0.0%
Nursing - General Duty Nurses	52,672	27.0	18	32	50	21	1	2.0%	1	2.0%
Nursing - Licensed Practical Nurses	6,760	3.5	2	5	7	1	-	0.0%	2	28.6%
Nursing - Public Health Nurse	5,823	3.0	2	2	4	-	-	0.0%	-	0.0%
Nutritionists and Dietitians	1,950	1.0	1	-	1	-	-	0.0%	1	100.0%
Pharmacists	6,294	3.2	2	1	3	1	-	0.0%	4	133.3%
Rehabilitation - Occupational Therapists	-	-	-	-	-	-	-	0.0%	-	0.0%
Social Service Workers	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
Social Workers	3,900	2.0	2	-	2	-	-	0.0%	-	0.0%
SOUTH CENTRAL	931,715	478.3	318	241	559	170	13	2.3%	71	12.4%
Ambulance - EMT	14,179	7.3	4	-	4	12	-	0.0%	17	425.0%
Ambulance - EMT-Advanced	7,586	3.9	3	-	3	-	-	0.0%	2	66.7%
Ambulance - EMT-Paramedic	2,962	1.5	1	-	1	1	-	0.0%	-	0.0%
Ambulance - Other Ambulance Attendants	89	0.0	-	-	-	3	3	100.0%	5	166.7%
Dental - Certified Dental Assistants	6,148	3.2	2	3	5	-	1	16.7%	-	0.0%
Dental - Dental Hygienists	-	-	-	-	-	-	-	0.0%	2	0.0%
Dental - Dentists	3,938	2.0	2	-	2	-	-	0.0%	3	150.0%
Diagnostic-Combined Technicians	3,006	1.5	-	2	2	2	-	0.0%	-	0.0%
Diagnostic-Medical Laboratory Technologists	14,650	7.5	5	3	8	3	-	0.0%	-	0.0%
Diagnostic-Radiological Technologists	9,282	4.8	4	1	5	5	1	16.7%	3	50.0%
Food Service Supervisors	3,898	2.0	2	-	2	-	-	0.0%	-	0.0%
Health Care - Home Care Aides	46,035	23.6	-	82	82	-	-	0.0%	-	0.0%
Health Care - Nurse Aides	266,070	136.6	104	17	121	65	1	0.8%	5	4.1%
Health Care - Special Care/Health Care Aides	146,316	75.1	44	41	85	18	-	0.0%	4	4.7%
Health Educators	7,336	3.8	4	-	4	-	-	0.0%	-	0.0%
Health Records Administrators	3,822	2.0	2	-	2	-	-	0.0%	1	50.0%
Health Records Technicians	7,007	3.6	1	5	6	-	-	0.0%	2	33.3%
Health Service Managers	18,987	9.7	9	1	10	-	1	9.1%	6	54.5%
Nursing - Critical Care	10,198	5.2	3	2	5	1	-	0.0%	-	0.0%

South Central, cont'

Appendix 7 - Rural Health District Areas 1998 (continued)

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
Nursing - General Duty Nurses	122,029	62.6	31	57	88	38	2	2.2%	13	14.4%
Nursing - Licensed Practical Nurses	23,810	12.2	7	7	14	7	2	12.5%	1	6.3%
Nursing - OR Nurses (with training)	11,679	6.0	1	5	6	2	-	0.0%	-	0.0%
Nursing - Psychiatric Nurses	80,436	41.3	28	8	36	8	-	0.0%	-	0.0%
Nursing - Public Health Nurse	12,680	6.5	5	3	8	3	-	0.0%	-	0.0%
Nutritionists and Dietitians	9,742	5.0	5	-	5	-	-	0.0%	-	0.0%
Pharmacists	32,109	16.5	15	3	18	2	1	5.3%	6	31.6%
Pharmacy Technicians	1,944	1.0	1	-	1	-	-	0.0%	-	0.0%
Psychologists	3,900	2.0	2	-	2	-	-	0.0%	-	0.0%
Public Health Inspectors	7,769	4.0	4	-	4	-	-	0.0%	-	0.0%
Rehabilitation - Chiroprodists/Podiatrists	2,099	1.1	1	1	2	-	-	0.0%	-	0.0%
Rehabilitation - Occupational Therapists	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
Rehabilitation - Physical Therapists	6,158	3.2	3	-	3	-	-	0.0%	-	0.0%
Rehabilitation - Physiotherapy Assistants	6,281	3.2	3	-	3	-	-	0.0%	-	0.0%
Rehabilitation - Recreation Technologists	3,901	2.0	2	-	2	-	-	0.0%	-	0.0%
Rehabilitation - Speech-Language Pathologists	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
Social Service Workers	10,607	5.4	6	-	6	-	1	14.3%	1	14.3%
Social Workers	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
SOUTH COUNTRY	323,583	166.1	85	128	213	100	2	0.9%	21	9.8%
Ambulance - EMT	16,360	8.4	9	3	12	7	-	0.0%	1	8.3%
Ambulance - EMT-Paramedic	27,301	14.0	1	1	2	-	-	0.0%	-	0.0%
Ambulance - Other Ambulance Attendants	1,508	0.8	-	-	-	8	-	0.0%	1	0.0%
Dental - Certified Dental Assistants	2,976	1.5	2	-	2	-	-	0.0%	-	0.0%
Dental - Dental Hygienists	2,462	1.3	1	1	2	-	2	50.0%	-	0.0%
Dental - Dental Therapists	1,488	0.8	1	-	1	-	-	0.0%	1	100.0%
Dental - Dentists	3,436	1.8	2	-	2	-	-	0.0%	1	50.0%
Dental - Uncertified Dental Assistants	1,820	0.9	1	1	2	-	-	0.0%	-	0.0%
Diagnostic-Combined Technicians	3,274	1.7	-	3	3	3	-	0.0%	1	33.3%
Diagnostic-Diagnostic Medical Sonographers	2,105	1.1	-	2	2	1	-	0.0%	1	50.0%
Diagnostic-Medical Laboratory Technologists	7,522	3.9	3	1	4	1	-	0.0%	1	25.0%
Diagnostic-Radiological Technologists	2,280	1.2	1	-	1	-	-	0.0%	-	0.0%
Health Care - Home Care Aides	31,239	16.0	-	30	30	-	-	0.0%	-	0.0%
Health Care - Nurse Aides	26,269	13.5	5	8	13	16	-	0.0%	2	15.4%
Health Care - Special Care/Health Care Aides	67,156	34.5	27	17	44	24	-	0.0%	-	0.0%
Health Records Administrators	1,929	1.0	-	1	1	-	-	0.0%	-	0.0%
Health Service Managers	23,541	12.1	9	6	15	4	-	0.0%	-	0.0%

Appendix 7 - Rural Health District Areas 1998 (continued)

South Country, con't	OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part- Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
	Nursing - General Duty Nurses	64,077	32.9	8	46	54	27	-	0.0%	5	9.3%
	Nursing - Licensed Practical Nurses	13,487	6.9	6	2	8	8	-	0.0%	1	12.5%
	Nursing - Public Health Nurse	8,867	4.6	3	4	7	-	-	0.0%	-	0.0%
	Pharmacists	8,490	4.4	3	2	5	1	-	0.0%	5	100.0%
	Pharmacy Technicians	2,080	1.1	1	-	1	-	-	0.0%	1	100.0%
	Rehabilitation - Recreation Technologists	1,968	1.0	1	-	1	-	-	0.0%	-	0.0%
	Rehabilitation - Speech-Language Pathologists	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
	SOUTH EAST	706,547	362.7	194	322	516	179	16	3.0%	49	9.2%
	Ambulance - EMT	15,592	8.0	8	-	8	5	-	0.0%	1	12.5%
	Ambulance - EMT-Paramedic	156	0.1	-	2	2	-	-	0.0%	3	150.0%
	Ambulance - Other Ambulance Attendants	2,105	1.1	1	22	23	-	-	0.0%	-	0.0%
	Dental - Certified Dental Assistants	6,204	3.2	4	2	6	-	-	0.0%	-	0.0%
	Dental - Dental Hygienists	2,456	1.3	1	1	2	-	-	0.0%	-	0.0%
	Dental - Dental Therapists	1,456	0.7	1	-	1	-	-	0.0%	-	0.0%
	Dental - Dentists	4,814	2.5	3	-	3	-	1	25.0%	7	175.0%
	Dental - Denturists	2,080	1.1	1	-	1	-	-	0.0%	1	100.0%
	Diagnostic-Combined Technicians	17,246	8.9	1	14	15	13	10	40.0%	7	28.0%
	Diagnostic-Medical Laboratory Technologists	12,174	6.2	3	6	9	2	-	0.0%	-	0.0%
	Diagnostic-Radiological Technologists	3,739	1.9	-	2	2	-	-	0.0%	1	50.0%
	Health Care - Home Care Aides	51,648	26.5	-	53	53	5	1	1.9%	1	1.9%
	Health Care - Nurse Aides	60,472	31.0	20	24	44	17	-	0.0%	3	6.8%
	Health Care - Special Care/Health Care Aides	146,042	75.0	41	64	105	38	1	0.9%	14	13.2%
	Health Educators	1,193	0.6	1	-	1	-	-	0.0%	-	0.0%
	Health Records Administrators	8,348	4.3	2	5	7	1	-	0.0%	-	0.0%
	Health Records Technicians	5,853	3.0	3	1	4	-	-	0.0%	-	0.0%
	Health Service Managers	41,519	21.3	21	9	30	1	-	0.0%	2	6.7%
	Nursing - Critical Care	7,796	4.0	3	2	5	2	-	0.0%	-	0.0%
	Nursing - Emergency Room	7,796	4.0	-	8	8	3	-	0.0%	-	0.0%
	Nursing - General Duty Nurses	156,380	80.3	32	59	91	66	1	1.1%	1	1.1%
	Nursing - Licensed Practical Nurses	42,899	22.0	13	18	31	19	2	6.1%	6	18.2%
	Nursing - Licensed Practical Nurses - OR	768	0.4	-	1	1	-	-	0.0%	-	0.0%
	Nursing - Occupational Health Nurse	28	0.0	-	-	-	3	-	0.0%	2	0.0%
	Nursing - OR Nurses (with training)	2,924	1.5	-	3	3	-	-	0.0%	-	0.0%
	Nursing - OR Nurses (without training)	4,873	2.5	-	5	5	-	-	0.0%	-	0.0%
	Nursing - Psychiatric Nurses	8,771	4.5	3	3	6	-	-	0.0%	-	0.0%
	Nursing - Public Health Nurse	8,771	4.5	4	1	5	-	-	0.0%	-	0.0%
	Nutritionists and Dietitians	2,274	1.2	2	-	2	-	-	0.0%	-	0.0%

Appendix 7 - Rural Health District Areas 1998 (continued)

South East, con't	OCCUPATION													
		Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part- Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate			
	Pharmacists	40,000	20.5	13	10	23	4	-	0.0%	-	0.0%			
	Pharmacy Technicians	855	0.4	-	1	1	-	-	0.0%	-	0.0%			
	Psychologists	6,294	3.2	2	2	4	-	-	0.0%	-	0.0%			
	Rehabilitation - Exercise Therapists	1,949	1.0	1	-	1	-	-	0.0%	-	0.0%			
	Rehabilitation - Physical Therapists	4,873	2.5	2	-	2	-	-	0.0%	-	0.0%			
	Rehabilitation - Recreation Technologists	12,019	6.2	2	1	3	-	-	0.0%	-	0.0%			
	Rehabilitation - Recreation Therapists	1,515	0.8	1	-	1	-	-	0.0%	-	0.0%			
	Rehabilitation - Speech-Language Pathologists	6,818	3.5	2	3	5	-	-	0.0%	-	0.0%			
	Social Service Workers	1,949	1.0	1	-	1	-	-	0.0%	-	0.0%			
	Social Workers	3,898	2.0	2	-	2	-	-	0.0%	-	0.0%			
	SOUTHWEST	378,051	194.1	103	154	257	98	3	1.2%	22	8.5%			
	Ambulance - EMT	233	0.1	-	-	-	3	-	0.0%	1	0.0%			
	Ambulance - Other Ambulance Attendants	394	0.2	-	-	-	13	-	0.0%	-	0.0%			
	Dental - Certified Dental Assistants	3,206	1.6	1	2	3	-	-	0.0%	-	0.0%			
	Dental - Dental Therapists	1,700	0.9	1	-	1	-	-	0.0%	-	0.0%			
	Dental - Dentists	3,664	1.9	1	1	2	-	-	0.0%	-	0.0%			
	Dental - Uncertified Dental Assistants	308	0.2	-	-	-	2	-	0.0%	11	0.0%			
	Diagnostic-Combined Technicians	12,494	6.4	2	6	8	5	-	0.0%	-	0.0%			
	Diagnostic-Medical Laboratory Technologists	5,491	2.8	1	5	6	1	3	33.3%	-	0.0%			
	Diagnostic-Radiological Technologists	1,768	0.9	1	-	1	1	-	0.0%	-	0.0%			
	Health Care - Home Care Aides	2,080	1.1	1	1	2	-	-	0.0%	-	0.0%			
	Health Care - Nurse Aides	26,532	13.6	8	5	13	16	-	0.0%	3	23.1%			
	Health Care - Special Care/Health Care Aides	136,235	69.9	35	65	100	32	-	0.0%	-	0.0%			
	Health Educators	3,250	1.7	1	2	3	-	-	0.0%	-	0.0%			
	Health Records Technicians	10,277	5.3	4	2	6	-	-	0.0%	-	0.0%			
	Health Service Managers	13,646	7.0	7	-	7	-	-	0.0%	-	0.0%			
	Nursing - General Duty Nurses	93,165	47.8	17	50	67	21	-	0.0%	1	1.5%			
	Nursing - Graduate Nurses	768	0.4	-	1	1	-	-	0.0%	-	0.0%			
	Nursing - Licensed Practical Nurses	2,400	1.2	-	2	2	-	-	0.0%	-	0.0%			
	Nursing - Licensed Practical Nurses - OR	16,214	8.3	4	9	13	2	-	0.0%	-	0.0%			
	Nursing - Psychiatric Nurses	2,908	1.5	1	1	2	-	-	0.0%	2	100.0%			
	Nursing - Public Health Nurse	7,800	4.0	4	-	4	-	-	0.0%	-	0.0%			
	Nutritionists and Dietitians	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%			
	Pharmacists	19,872	10.2	8	2	10	2	-	0.0%	2	20.0%			
	Rehabilitation - Occupational Therapists	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%			
	Rehabilitation - Physical Therapists	3,898	2.0	1	-	1	-	-	0.0%	-	0.0%			
	Rehabilitation - Speech-Language Pathologists	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%			

Appendix 7 - Rural Health District Areas 1998 (continued)

Southwest, con't	Total Hours	OCCUPATION										Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
		Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-Time Totals	Casual Positions									
Social Service Workers	1,950	1.0	1	-	1	-	-	-	-	-	-	0.0%	2	200.0%	
Social Workers	1,950	1.0	1	-	1	-	-	-	-	-	-	0.0%	-	0.0%	
SWIFT CURRENT	793,208	407.2	280	193	473	128	2	0.4%	14	2.9%					
Ambulance - EMT	6,864	3.5	1	6	7	3	-	-	-	-	-	0.0%	-	0.0%	
Ambulance - EMT-Advanced	11,670	6.0	5	1	6	-	-	-	-	-	-	0.0%	-	0.0%	
Dental - Certified Dental Assistants	17,978	9.2	7	6	13	1	-	-	-	-	-	0.0%	2	15.4%	
Dental - Dental Hygienists	6,692	3.4	-	7	7	1	-	-	-	-	-	0.0%	-	0.0%	
Dental - Dental Technicians	3,896	2.0	2	-	2	-	-	-	-	-	-	0.0%	-	0.0%	
Dental - Dental Therapists	2,258	1.2	-	2	2	1	1	33.3%	1	33.3%	1	33.3%	1	33.3%	
Dental - Dentists	9,743	5.0	6	-	6	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%	
Dental - Denturists	7,844	4.0	4	-	4	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%	
Diagnostic-Diagnostic Medical Sonographers	3,896	2.0	2	-	2	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%	
Diagnostic-Electrocardiograph Technicians	2,922	1.5	1	1	2	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%	
Diagnostic-Medical Laboratory Technologists	22,402	11.5	7	9	16	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%	
Diagnostic-Radiological Technologists	12,175	6.3	5	2	7	1	-	0.0%	-	0.0%	-	0.0%	-	0.0%	
Food Service Supervisors	3,896	2.0	2	-	2	-	-	0.0%	-	0.0%	1	50.0%	1	50.0%	
Health Care - Home Care Aides	67,373	34.6	18	27	45	9	-	0.0%	-	0.0%	2	4.4%	2	4.4%	
Health Care - Nurse Aides	36,856	18.9	8	6	14	29	-	0.0%	-	0.0%	2	14.3%	2	14.3%	
Health Care - Special Care/Health Care Aides	100,322	51.5	40	23	63	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%	
Health Records Administrators	3,896	2.0	2	-	2	-	-	0.0%	-	0.0%	2	100.0%	2	100.0%	
Health Records Technicians	5,856	3.0	2	2	4	1	-	0.0%	-	0.0%	2	50.0%	2	50.0%	
Health Service Managers	59,300	30.4	30	1	31	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%	
Nursing - Critical Care	42,369	21.8	16	9	25	5	-	0.0%	-	0.0%	-	0.0%	-	0.0%	
Nursing - Emergency Room	15,097	7.8	4	6	10	3	-	0.0%	-	0.0%	-	0.0%	-	0.0%	
Nursing - General Duty Nurses	137,523	70.6	39	41	80	45	-	0.0%	-	0.0%	-	0.0%	-	0.0%	
Nursing - Licensed Practical Nurses	62,565	32.1	18	22	40	7	-	0.0%	-	0.0%	-	0.0%	-	0.0%	
Nursing - OR Nurses (without training)	12,662	6.5	3	6	9	2	-	0.0%	-	0.0%	-	0.0%	-	0.0%	
Nursing - Psychiatric Nurses	35,064	18.0	17	-	17	4	-	0.0%	-	0.0%	-	0.0%	-	0.0%	
Nursing - Public Health Nurse	9,740	5.0	4	2	6	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%	
Nutritionists and Dietitians	4,870	2.5	1	3	4	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%	
Pharmacists	18,325	9.4	7	3	10	6	1	9.1%	1	9.1%	1	9.1%	1	9.1%	
Pharmacy Technicians	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%	
Psychologists	3,896	2.0	2	-	2	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%	
Public Health Inspectors	7,792	4.0	4	-	4	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%	
Rehabilitation - Chiroprodists/Podiatrists	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%	
Rehabilitation - Occupational Therapists	3,896	2.0	1	2	3	-	-	0.0%	-	0.0%	-	0.0%	-	0.0%	
Rehabilitation - Physical Therapists	9,253	4.8	2	4	6	3	-	0.0%	-	0.0%	-	0.0%	-	0.0%	

Appendix 7 - Rural Health District Areas 1998 (continued)

Appendix 7 - Rural Health District Areas 1998 (continued)

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OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part- Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
Rehabilitation - Physiotherapy Assistants	17,045	8.8	6	2	8	7	-	0.0%	-	0.0%
Rehabilitation - Recreation Therapists	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
Rehabilitation - Speech-Language Pathologists	5,844	3.0	3	-	3	-	-	0.0%	-	0.0%
Social Service Workers	1,948	1.0	1	-	1	-	-	0.0%	1	100.0%
Social Workers	13,636	7.0	7	-	7	-	-	0.0%	-	0.0%
TOUCHWOOD QU'APPELLE	446,499	229.2	122	147	269	87	1	0.4%	18	6.7%
Ambulance - EMT	4,160	2.1	3	-	3	-	-	0.0%	-	0.0%
Ambulance - EMT-Advanced	3,896	2.0	2	-	2	-	-	0.0%	-	0.0%
Ambulance - EMT-Paramedic	22,402	11.5	11	1	12	-	-	0.0%	-	0.0%
Ambulance - Other Ambulance Attendants	4,449	2.3	1	2	3	3	-	0.0%	1	33.3%
Dental - Certified Dental Assistants	2,000	1.0	-	2	2	-	-	0.0%	-	0.0%
Dental - Dentists	1,500	0.8	1	-	1	-	-	0.0%	-	0.0%
Diagnostic-Combined Technicians	15,656	8.0	1	7	8	3	-	0.0%	-	0.0%
Diagnostic-Medical Laboratory Technologists	6,825	3.5	3	1	4	-	-	0.0%	-	0.0%
Diagnostic-Radiological Technologists	975	0.5	-	1	1	-	-	0.0%	-	0.0%
Food Service Supervisors	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
Health Care - Home Care Aides	5,844	3.0	3	-	3	-	-	0.0%	-	0.0%
Health Care - Nurse Aides	43,932	22.6	10	10	20	23	-	0.0%	-	0.0%
Health Care - Special Care/Health Care Aides	113,745	58.4	28	50	78	18	-	0.0%	-	0.0%
Health Educators	2,478	1.3	1	1	2	-	-	0.0%	-	0.0%
Health Records Administrators	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
Health Records Technicians	5,741	2.9	2	2	4	1	-	0.0%	3	75.0%
Health Service Managers	20,603	10.6	10	3	13	-	-	0.0%	1	7.7%
Nursing - General Duty Nurses	99,383	51.0	17	43	60	37	-	0.0%	2	3.3%
Nursing - Licensed Practical Nurses	26,533	13.6	6	11	17	2	-	0.0%	-	0.0%
Nursing - Public Health Nurse	26,662	13.7	6	6	12	-	1	7.7%	8	61.5%
Nutritionists and Dietitians	5,846	3.0	3	-	3	-	-	0.0%	2	66.7%
Pharmacists	17,497	9.0	7	4	11	-	-	0.0%	-	0.0%
Pharmacy Technicians	1,664	0.9	1	-	1	-	-	0.0%	-	0.0%
Public Health Inspectors	1,948	1.0	-	-	-	-	-	0.0%	-	0.0%
Rehabilitation - Audiologists	60	0.0	-	1	1	-	-	0.0%	-	0.0%
Rehabilitation - Chiroprodists/Podiatrists	1,004	0.5	-	2	2	-	-	0.0%	-	0.0%
Rehabilitation - Physical Therapists	3,900	2.0	2	-	2	-	-	0.0%	-	0.0%
Social Service Workers	3,896	2.0	2	-	2	-	-	0.0%	1	50.0%

Appendix 7 - Rural Health District Areas 1998 (continued)

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part- Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
TWIN RIVERS	337,380	173.2	52	154	206	109	2	1.0%	15	7.2%
Ambulance - EMT	16,000	8.2	7	4	11	7	-	0.0%	7	63.6%
Ambulance - Other Ambulance Attendants	2,846	1.5	-	-	-	18	1	100.0%	3	300.0%
Diagnostic-Combined Technicians	18,093	9.3	1	11	12	4	-	0.0%	1	8.3%
Diagnostic-Radiological Technologists	3,160	1.6	1	1	2	-	-	0.0%	-	0.0%
Health Care - Home Care Aides	34,851	17.9	-	15	15	17	-	0.0%	-	0.0%
Health Care - Nurse Aides	8,616	4.4	-	6	6	5	-	0.0%	-	0.0%
Health Care - Special Care/Health Care Aides	74,342	38.2	13	43	56	19	-	0.0%	2	3.6%
Health Records Administrators	2,434	1.2	-	1	1	1	-	0.0%	-	0.0%
Health Records Technicians	1,950	1.0	1	-	1	-	-	0.0%	-	0.0%
Health Service Managers	9,750	5.0	5	-	5	-	-	0.0%	-	0.0%
Nursing - General Duty Nurses	106,109	54.5	9	47	56	20	-	0.0%	-	0.0%
Nursing - Licensed Practical Nurses	38,005	19.5	7	16	23	17	-	0.0%	-	0.0%
Nursing - Public Health Nurse	3,900	2.0	2	-	2	-	-	0.0%	-	0.0%
Nutritionists and Dietitians	900	0.5	-	1	1	-	1	50.0%	-	0.0%
Pharmacists	13,524	6.9	4	9	13	1	-	0.0%	1	7.7%
Social Service Workers	1,950	1.0	1	-	1	-	-	0.0%	1	100.0%
Social Workers	950	0.5	1	-	1	-	-	0.0%	-	0.0%
Rural Health District Area Totals	19,389,317	9,953.4	5,945	5,997	11,942	4,156	165	1.4%	779	6.4%

Note - Vacancy Rates are calculated from full- and part-time permanent positions. Each full- or part-time position counts as one vacancy.

- FTEs calculated by total hours include casual hours and, therefore, are not comparable to the number of positions.

- Blank spaces indicate a non-response and may not suggest a zero count.

- Large variations in vacancy and turnover rates within any occupation result from a small total sample.

APPENDIX 7 - Northern Health District Areas

1998 SASKATCHEWAN HEALTH EMPLOYER SURVEY

TOTAL ALL HEALTH OCCUPATIONS REPORTED IN SASKATCHEWAN BY HEALTH DISTRICT

NORTHERN Health District Areas (aggregate totals are at the end of the chart)

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
MAMAWETAN CHURCHILL RIVER Totals	300,603	154.3	116	52	168	46	16	8.7%	17	9.2%
Ambulance - Emergency Medical Technicians (EMT)	21,867	11.2	9	2	11	1	1	8.3%	-	0.0%
Ambulance - EMT- Advanced	9,312	4.8	4	-	4	-	2	33.3%	-	0.0%
Ambulance - Other Ambulance Attendants	5,357	2.8	2	-	2	3	-	0.0%	-	0.0%
Dental - Certified Dental Assistants	2,000	1.0	1	-	1	-	-	0.0%	-	0.0%
Dental - Dental Hygienists	-	-	-	-	-	-	1	100.0%	-	0.0%
Dental - Dental Therapists	974	0.5	-	1	1	-	1	50.0%	-	0.0%
Dental - Dentists	2,000	1.0	1	-	1	-	-	0.0%	-	0.0%
Diagnostic-Combined Technicians	6,016	3.1	2	3	5	-	-	0.0%	-	0.0%
Diagnostic-Medical Laboratory Technologists	3,882	2.0	1	2	3	-	-	0.0%	-	0.0%
Food Service Supervisors	1,941	1.0	1	-	1	-	-	0.0%	-	0.0%
Health Care - Home Care Aides	25,375	13.0	6	9	15	9	-	0.0%	-	0.0%
Health Care - Nurse Aides	15,562	8.0	5	5	10	10	-	0.0%	1	10.0%
Health Care - Special Care/Health Care Aides	15,600	8.0	8	-	8	-	-	0.0%	-	0.0%
Health Educators	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
Health Records Administrators	1,941	1.0	1	-	1	-	-	0.0%	-	0.0%
Health Records Technicians	1,821	0.9	-	2	2	1	-	0.0%	-	0.0%
Health Service Managers	13,776	7.1	7	-	7	-	-	0.0%	-	0.0%
Nursing - General Duty Nurses	30,875	15.8	10	7	17	8	-	0.0%	4	23.5%
Nursing - Licensed Practical Nurses	19,303	9.9	7	5	12	7	-	0.0%	-	0.0%
Nursing - Primary Care Nurses	11,688	6.0	5	-	5	4	3	37.5%	5	62.5%
Nursing - Psychiatric Nurses	3,896	2.0	2	-	2	-	-	0.0%	-	0.0%
Nursing - Public Health Nurse	15,008	7.7	6	3	9	2	3	25.0%	4	33.3%
Nutritionists and Dietitians	3,898	2.0	2	-	2	-	-	0.0%	-	0.0%
Pharmacists	15,280	7.8	6	3	9	-	1	10.0%	1	10.0%
Pharmacy Technicians	6,200	3.2	1	4	5	-	-	0.0%	-	0.0%
Psychologists	1,948	1.0	-	-	-	-	1	100.0%	-	0.0%
Public Health Inspectors	5,844	3.0	3	-	3	-	1	25.0%	-	0.0%
Rehabilitation - Physical Therapists	1,735	0.9	-	1	1	1	-	0.0%	-	0.0%
Rehabilitation - Speech-Language Pathologists	3,896	2.0	1	2	3	-	1	25.0%	-	0.0%
Social Service Workers	38,018	19.5	17	3	20	-	-	0.0%	1	5.0%
Social Workers	13,642	7.0	7	-	7	-	1	12.5%	1	12.5%

APPENDIX 7 - Northern Health District Areas (continued) 1998

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
KEEWATAN YATHE	196,453	100.8	88	30	118	20	5	4.1%	26	21.1%
Dental - Dental Therapists	8,320	4.3	4	-	4	-	-	0.0%	-	0.0%
Dental - Uncertified Dental Assistants	8,320	4.3	4	-	4	-	-	0.0%	-	0.0%
Diagnostic-Combined Technicians	6,630	3.4	3	-	3	-	-	0.0%	-	0.0%
Diagnostic-Diagnostic Medical Sonographers	3,896	2.0	2	-	2	-	-	0.0%	1	50.0%
Diagnostic-Medical Laboratory Technologists	3,900	2.0	2	-	2	-	-	0.0%	-	0.0%
Diagnostic-Radiological Technologists	1,948	1.0	1	-	1	-	-	0.0%	-	0.0%
Health Care - Home Care Aides	16,968	8.7	7	6	13	-	-	0.0%	14	107.7%
Health Care - Nurse Aides	37,346	19.2	12	11	23	14	-	0.0%	-	0.0%
Health Service Managers	7,260	3.7	10	1	11	-	-	0.0%	1	9.1%
Nursing - General Duty Nurses	56,125	28.8	25	9	34	3	2	5.6%	6	16.7%
Nursing - Licensed Practical Nurses	3,900	2.0	2	-	2	-	-	0.0%	-	0.0%
Nursing - Primary Care Nurses	8,320	4.3	4	-	4	-	-	0.0%	1	25.0%
Nursing - Psychiatric Nurses	2,080	1.1	-	-	-	-	1	100.0%	1	100.0%
Nursing - Public Health Nurse	10,400	5.3	3	1	4	-	1	20.0%	2	40.0%
Pharmacists	6,240	3.2	3	-	3	-	1	25.0%	-	0.0%
Pharmacy Technicians	4,400	2.3	2	1	3	3	-	0.0%	-	0.0%
Public Health Inspectors	2,080	1.1	1	-	1	-	-	0.0%	-	0.0%
Rehabilitation - Physiotherapy Assistants	2,080	1.1	1	-	1	-	-	0.0%	-	0.0%
Social Workers	6,240	3.2	2	1	3	-	-	0.0%	-	0.0%
ATHABASCA HEALTH AUTHORITY totals	26,516	13.6	11	2	13	1	1	7.1%	1	7.1%
Diagnostic-Combined Technicians	4,600	2.4	2	-	2	-	-	0.0%	-	0.0%
Health Service Managers	2,000	1.0	1	-	1	-	-	0.0%	-	0.0%
Nursing - General Duty Nurses	12,500	6.4	5	-	5	-	1	16.7%	1	16.7%
Nursing - Licensed Practical Nurses	6,900	3.5	3	-	3	1	-	0.0%	-	0.0%
Pharmacists	100	0.1	-	1	1	-	-	0.0%	-	0.0%
Social Workers	416	0.2	-	1	1	-	-	0.0%	-	0.0%
Northern Health District Area Totals	523,572	268.8	215	84	299	67	22	6.9%	44	13.7%

Note: - FTEs calculated by total hours includes casual hours and, therefore, are not comparable to the number of positions.

- Please refer to Appendix 2 for definitions and calculation formulas.

- Blank spaces indicate a non-response and may not suggest a zero count.

- Large variations in vacancy and turnover rates within any occupation result from a small total sample.

APPENDIX 7 - Saskatoon Health District Area

1998 SASKATCHEWAN HEALTH EMPLOYER SURVEY

TOTAL ALL HEALTH OCCUPATIONS REPORTED IN SASKATCHEWAN BY HEALTH DISTRICT AREA

SASKATOON Health District Area

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
Ambulance - Emergency Medical Technicians (EMT)	50,232	25.8	11	-	11	19	-	0.0%	2	18.2%
Ambulance - EMT - Paramedic	43,680	22.4	16	-	16	8	-	0.0%	-	0.0%
Dental - Certified Dental Assistants	239,882	123.1	99	54	153	8	1	0.6%	15	9.7%
Dental - Dental Hygienists	66,173	34.0	21	27	48	3	-	0.0%	7	14.6%
Dental - Dental Technicians	26,591	13.7	12	1	13	-	1	7.1%	-	0.0%
Dental - Dental Therapists	11,379	5.8	4	4	8	-	-	0.0%	-	0.0%
Dental - Dentists	197,376	101.3	71	66	137	1	3	2.1%	13	9.3%
Dental - Denturists	19,839	10.2	10	-	10	-	-	0.0%	-	0.0%
Dental - Uncertified Dental Assistants	25,335	13.0	9	11	20	1	-	0.0%	1	5.0%
Diagnostic-Combined Technicians	29,012	14.9	5	16	21	4	2	8.7%	3	13.0%
Diagnostic-Diagnostic Medical Sonographers	32,163	16.5	13	2	15	7	1	6.3%	-	0.0%
Diagnostic-Electrocardiograph Technicians	41,508	21.3	16	3	19	19	-	0.0%	-	0.0%
Diagnostic-Electroneurophysiology Technologists	13,345	6.9	6	-	6	-	-	0.0%	-	0.0%
Diagnostic-Medical Laboratory Technologists	432,800	222.2	133	95	228	57	1	0.4%	6	2.6%
Diagnostic-Nuclear Medicine Technologists	38,073	19.5	12	-	12	-	-	0.0%	1	8.3%
Diagnostic-Operating Room Technicians	51,593	26.5	19	12	31	5	3	8.8%	1	2.9%
Diagnostic-Radiation Therapists	32,802	16.8	14	2	16	-	-	0.0%	-	0.0%
Diagnostic-Radiological Technologists	93,160	47.8	64	19	83	25	6	6.7%	2	2.2%
Food Service Supervisors	61,135	31.4	23	9	32	14	1	3.0%	-	0.0%
Health Care - Home Care Aides	493,235	253.2	27	184	211	213	1	0.5%	11	5.2%
Health Care - Nurse Aides	335,259	172.1	96	98	194	94	3	1.5%	9	4.6%
Health Care - Special Care/Health Care Aides	892,839	458.3	303	344	647	218	3	0.5%	25	3.8%
Health Educators	36,732	18.9	10	8	18	7	-	0.0%	1	5.6%
Health Records Administrators	44,629	22.9	17	8	25	1	-	0.0%	1	4.0%
Health Records Technicians	60,982	31.3	24	13	37	5	1	2.6%	6	15.8%
Health Service Managers	395,624	203.1	205	15	220	-	3	1.3%	8	3.6%
Nursing - Critical Care	585,551	300.6	164	164	328	125	3	0.9%	6	1.8%
Nursing - Dialysis	165,469	84.9	15	11	26	8	1	3.7%	-	0.0%
Nursing - Emergency Room	157,322	80.8	53	34	87	39	-	0.0%	-	0.0%
Nursing - General Duty Nurses	1,962,529	1,007.5	697	510	1,207	639	26	2.1%	31	2.5%
Nursing - Graduate Nurses	21,787	11.2	-	1	1	4	-	0.0%	-	0.0%
Nursing - Licensed Practical Nurses	404,610	207.7	96	147	243	126	3	1.2%	5	2.0%
Nursing - Occupational Health Nurse	42,110	21.6	14	15	29	19	-	0.0%	-	0.0%

APPENDIX 7 - Saskatoon Health District Area (continued) 1998

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part- Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
Nursing - OR Nurses (with training)	152,940	78.5	60	27	87	27	4	4.4%	1	1.1%
Nursing - Primary Care Nurses	4,441	2.3	2	8	10	-	-	0.0%	-	0.0%
Nursing - Psychiatric Nurses	268,389	137.8	114	38	152	62	6	3.8%	4	2.5%
Nursing - Public Health Nurse	150,465	77.2	53	42	95	21	2	2.1%	3	3.1%
Nutritionists and Dietitians	46,486	23.9	17	15	32	15	-	0.0%	1	3.1%
Pharmacists	349,960	179.7	126	79	205	39	2	1.0%	7	3.4%
Pharmacy Technicians	120,229	61.7	48	17	65	20	5	7.1%	6	8.6%
Psychologists	98,651	50.6	36	14	50	1	11	18.0%	8	13.1%
Public Health Inspectors	32,110	16.5	14	-	14	-	2	12.5%	4	25.0%
Rehabilitation - Audiologists	11,645	6.0	4	-	4	-	-	0.0%	-	0.0%
Rehabilitation - Chiroprodists/Podiatrists	5,551	2.8	2	-	2	-	-	0.0%	1	50.0%
Rehabilitation - Exercise Therapists	24,479	12.6	9	14	23	3	-	0.0%	4	17.4%
Rehabilitation - Occupational Therapists	104,774	53.8	45	22	67	6	5	6.9%	5	6.9%
Rehabilitation - Occupational Therapy Assistants	23,790	12.2	13	3	16	1	1	5.9%	3	17.6%
Rehabilitation - Physical Therapists	152,932	78.5	72	45	117	17	8	6.4%	20	16.0%
Rehabilitation - Physiotherapy Assistants	40,103	20.6	16	10	26	18	1	3.7%	2	7.4%
Rehabilitation - Prosthetists & Orthotists	9,750	5.0	5	-	5	-	-	0.0%	-	0.0%
Rehabilitation - Recreation Technologists	58,713	30.1	28	14	42	10	2	4.5%	5	11.4%
Rehabilitation - Recreation Therapists	5,844	3.0	3	-	3	-	1	25.0%	-	0.0%
Rehabilitation - Respiratory Therapists	49,248	25.3	20	4	24	29	-	0.0%	-	0.0%
Rehabilitation - Speech-Language Pathologists	85,534	43.9	38	14	52	1	1	1.9%	2	3.8%
Social Service Workers	43,609	22.4	8	3	11	32	-	0.0%	1	9.1%
Social Workers	185,429	95.2	81	22	103	15	4	3.7%	6	5.6%
Saskatoon Health District Area Totals	9,129,828	4,686.8	3,093	2,264	5,357	1,986	118	2.2%	237	4.3%

Note: - FTEs calculated by total hours includes casual hours and, therefore, are not comparable to the number of positions.

- Please refer to Appendix 2 for definitions and calculation formulas.

- Blank spaces indicate a non-response and may not suggest a zero count.

- Large variations in vacancy and turnover rates within any occupation result from a small total sample.

APPENDIX 7 - Regina Health District Area

**1998 SASKATCHEWAN HEALTH EMPLOYER SURVEY
TOTAL ALL HEALTH OCCUPATIONS SURVEYED IN SASKATCHEWAN BY HEALTH DISTRICT AREA**

REGINA Health District Area

OCCUPATION	Total Hours Per Occupation	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part-Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
Ambulance - Emergency Medical Technicians (EMT)	44,472	22.8	11	14	25	19	1	3.8%	1	3.8%
Ambulance - EMT - Paramedic	59,942	30.8	27	1	28	5	-	0.0%	-	0.0%
Ambulance - Other Ambulance Attendants	44,496	22.8	7	31	38	1	4	9.5%	-	0.0%
Dental - Certified Dental Assistants	174,464	89.6	84	24	108	2	3	2.7%	10	9.0%
Dental - Dental Hygienists	71,931	36.9	29	26	55	1	-	0.0%	2	3.6%
Dental - Dental Technicians	36,432	18.7	22	-	22	2	1	4.3%	-	0.0%
Dental - Dental Therapists	23,086	11.9	10	5	15	-	-	0.0%	-	0.0%
Dental - Dentists	90,250	46.3	50	1	51	1	-	0.0%	-	0.0%
Dental - Denturists	15,044	7.7	7	-	7	-	-	0.0%	-	0.0%
Dental - Uncertified Dental Assistants	21,716	11.1	6	7	13	2	-	0.0%	1	7.7%
Diagnostic-Combined Technicians	3,517	1.8	1	1	2	3	-	0.0%	1	50.0%
Diagnostic-Diagnostic Medical Sonographers	32,060	16.5	14	4	18	-	-	0.0%	-	0.0%
Diagnostic-Electroneurophysiology Technologists	7,800	4.0	4	-	4	-	-	0.0%	-	0.0%
Diagnostic-Medical Laboratory Technologists	425,932	218.7	206	35	241	21	3	1.2%	10	4.1%
Diagnostic-Nuclear Medicine Technologists	34,000	17.5	17	-	17	-	2	10.5%	2	10.5%
Diagnostic-Radiation Therapists	39,511	20.3	19	2	21	-	-	0.0%	-	0.0%
Diagnostic-Radiological Technologists	101,415	52.1	35	29	64	12	3	4.5%	10	14.9%
Food Service Supervisors	2,390	1.2	1	1	2	-	-	0.0%	-	0.0%
Health Care - Home Care Aides	272,906	140.1	75	56	131	1	10	7.1%	15	10.6%
Health Care - Nurse Aides	200,559	103.0	64	72	136	49	2	1.4%	9	6.5%
Health Care - Special Care/Health Care Aides	98,622	50.6	38	78	116	12	2	1.7%	15	12.7%
Health Educators	9,741	5.0	3	4	7	-	-	0.0%	-	0.0%
Health Records Administrators	50,067	25.7	25	2	27	-	-	0.0%	-	0.0%
Health Records Technicians	56,575	29.0	27	4	31	4	-	0.0%	5	16.1%
Health Service Managers	129,909	66.7	60	16	76	-	-	0.0%	4	5.3%
Nursing - Critical Care	574,660	295.0	219	113	332	78	11	3.2%	-	0.0%
Nursing - Dialysis	51,135	26.3	16	14	30	13	9	23.1%	-	0.0%
Nursing - Emergency Room	137,821	70.8	44	39	83	29	-	0.0%	-	0.0%
Nursing - General Duty Nurses	1,594,327	818.4	504	367	871	326	101	10.4%	68	7.0%
Nursing - Graduate Nurses	2,922	1.5	-	3	3	-	-	0.0%	-	0.0%
Nursing - Licensed Practical Nurses	517,094	265.4	182	128	310	111	20	6.1%	5	1.5%
Nursing - Licensed Practical Nurses - OR	17,532	9.0	6	6	12	-	4	25.0%	-	0.0%
Nursing - Occupational Health Nurse	29,431	15.1	10	10	20	1	-	0.0%	2	10.0%
Nursing - OR Nurses (with training)	82,790	42.5	30	18	48	14	7	12.7%	-	0.0%
Nursing - Primary Care Nurses	4,000	2.1	2	-	2	1	-	0.0%	-	0.0%

APPENDIX 7 - Regina Health District Area (continued) 1998

OCCUPATION	Total Hours	Full-Time Equivalents	Full-Time Positions	Part-Time Positions	Full-&Part- Time Totals	Casual Positions	Vacancies	Vacancy Rate	Total Turnovers	Turnover Rate
Nursing - Psychiatric Nurses	169,329	86.9	68	60	128	37	10	7.2%	16	11.6%
Nursing - Public Health Nurse	100,322	51.5	42	19	61	-	-	0.0%	-	0.0%
Nutritionists and Dietitians	36,454	18.7	18	1	19	2	-	0.0%	-	0.0%
Pharmacists	267,866	137.5	113	43	156	16	3	1.9%	9	5.7%
Pharmacy Technicians	100,811	51.8	42	21	63	4	2	3.1%	1	1.5%
Psychologists	53,473	27.5	23	9	32	1	2	5.9%	2	5.9%
Public Health Inspectors	29,352	15.1	15	-	15	-	-	0.0%	-	0.0%
Rehabilitation - Chiropractors/Podiatrists	5,844	3.0	2	2	4	-	1	20.0%	-	0.0%
Rehabilitation - Exercise Therapists	45,654	23.4	19	7	26	2	-	0.0%	4	15.4%
Rehabilitation - Occupational Therapists	70,265	36.1	31	11	42	1	7	14.3%	-	0.0%
Rehabilitation - Occupational Therapy Assistants	15,550	8.0	8	1	9	2	-	0.0%	-	0.0%
Rehabilitation - Physical Therapists	181,140	93.0	58	43	101	3	16	13.7%	3	2.6%
Rehabilitation - Physiotherapy Assistants	27,935	14.3	9	12	21	1	1	4.5%	2	9.1%
Rehabilitation - Prosthetists & Orthotists	19,500	10.0	10	-	10	-	1	9.1%	-	0.0%
Rehabilitation - Recreation Therapists	7,315	3.8	3	3	6	-	-	0.0%	-	0.0%
Rehabilitation - Speech-Language Pathologists	62,352	32.0	30	5	35	-	1	2.8%	-	0.0%
Social Service Workers	116,680	59.9	45	91	136	5	1	0.7%	7	5.1%
Social Workers	179,745	92.3	77	49	126	10	5	3.8%	20	15.3%
Regina Health District Area Totals	6,548,136	3,361.5	2,468	1,488	3,956	792	233	5.6%	224	5.3%

Note: - FTEs calculated by total hours includes casual hours and, therefore, are not comparable to the number of positions.

- Please refer to Appendix 2 for definitions and calculation formulas.

- Blank spaces indicate a non-response and may not suggest a zero count.

- Large variations in vacancy and turnover rates within any occupation result from a small total sample.

Appendix 8

1998 Weighted Average Age of Health Employees in Saskatchewan by Occupation

OCCUPATION	Weighted Ave.Age	OCCUPATION	Weighted Ave.Age
Ambulance - Emergency Medical Technicians (EMT)	31.3	Nursing - Critical Care	38.7
Ambulance - EMT-Advanced	30.4	Nursing - Dialysis	42.5
Ambulance - EMT-Paramedic	33.7	Nursing - Emergency Room	40.4
Ambulance - Other Ambulance Attendants	36.7	Nursing - General Duty Nurses	40.8
Dental - Certified Dental Assistants	31.2	Nursing - Graduate Nurses	36.3
Dental - Dental Hygienists	34.8	Nursing - Licensed Practical Nurses	42.4
Dental - Dental Technicians	40.5	Nursing - Licensed Practical Nurses - OR	44.3
Dental - Dental Therapists	37.1	Nursing - Occupational Health Nurse	43.5
Dental - Dentists	42.1	Nursing - OR Nurses (with training)	43.4
Dental - Denturists	42.5	Nursing - OR Nurses (without training)	43.9
Dental - Uncertified Dental Assistants	33.9	Nursing - Primary Care Nurses	42.9
Diagnostic-Combined Technicians	39.4	Nursing - Psychiatric Nurses	40.8
Diagnostic-Diagnostic Medical Sonographers	37.8	Nursing - Public Health Nurse	40.1
Diagnostic-Electrocardiograph Technicians	41.6	Nutritionists and Dietitians	37.1
Diagnostic-Electroneurophysiology Technologists	42.0	Pharmacists	39.2
Diagnostic-Medical Laboratory Technologists	40.4	Pharmacy Technicians	30.5
Diagnostic-Nuclear Medicine Technologists	34.0	Psychologists	42.9
Diagnostic-Operating Room Technicians	45.2	Public Health Inspectors	37.5
Diagnostic-Radiation Therapists	32.7	Rehabilitation - Chiropractors/Podiatrists	39.2
Diagnostic-Radiological Technologists	38.3	Rehabilitation - Exercise Therapists	28.6
Food Service Supervisors	38.3	Rehabilitation - Occupational Therapists	33.2
Health Care - Home Care Aides	41.9	Rehabilitation - Occupational Therapy Assistants	38.7
Health Care - Nurse Aides	40.2	Rehabilitation - Physical Therapists	35.6
Health Care - Special Care/Health Care Aides	41.2	Rehabilitation - Physiotherapy Assistants	39.4
Health Educators	41.2	Rehabilitation - Prosthetists & Orthotists	45.0
Health Records Administrators	44.2	Rehabilitation - Speech-Language Pathologists	35.9
Health Records Technicians	39.2	Rehabilitation-Recreation Therapists	38.5
Health Service Managers	45.0	Rehabilitation-Recreation Technologists	36.5
		Rehabilitation-Respiratory Therapists	32.5
		Social Service Workers	36.9
		Social Workers	42.4
		AVERAGE AGE	40.0
The weighted average age was calculated based only on			

APPENDIX 9

1998 SASKATCHEWAN HEALTH EMPLOYER SURVEY TRENDS IN VACANCY RATES FOR HEALTH PROFESSIONALS IN SASKATCHEWAN 1988 - 1998

CATEGORY	YEAR										
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998
Ambulance - Emergency Medical Technicians (EMT)	4.6	8.6	5.2	2.4	0.7	1.6	0.8	2.0	2.3	0.9	3.7
Ambulance - EMT-Advanced	-	-	7.3	3.4	0.0	0.0	0.0	20.0	0.0	14.0	13.1
Ambulance - EMT-Paramedic	-	-	-	-	0.0	0.0	0.0	1.3	1.2	1.0	4.3
Ambulance - Other Ambulance Attendants	3.2	5.2	2.6	3.1	1.4	2.5	1.8	4.5	2.7	2.0	4.2
Dental - Certified Dental Assistants	3.0	2.8	2.4	1.9	1.5	0.6	1.6	0.4	0.1	1.6	0.9
Dental - Dental Hygienists	8.2	11.4	13.2	5.7	5.6	2.8	3.5	4.0	2.0	3.8	2.6
Dental - Dental Technicians	21.2	14.5	3.4	4.3	2.7	0.0	7.1	0.0	3.1	10.9	7.5
Dental - Dental Therapists	2.2	3.8	6.6	4.3	1.3	1.7	6.0	3.4	1.7	0.0	2.9
Dental - Dentists	2.1	1.6	0.0	1.2	0.6	1.4	1.9	1.6	1.9	1.9	1.5
Dental - Denturists	0.0	2.9	8.5	3.6	1.8	0.0	0.0	2.0	3.8	2.0	0.0
Dental - Uncertified Dental Assistants	1.3	3.8	1.2	0.5	1.1	0.0	2.3	0.0	1.6	4.5	0.0
Diagnostic-Combined Technicians	2.5	1.8	0.0	0.7	2.1	0.8	1.2	0.3	0.3	0.0	1.4
Diagnostic-Diagnostic Medical Sonographers	9.5	11.6	0.0	0.0	11.3	0.0	3.2	2.3	2.4	4.8	2.0
Diagnostic-Electrocardiograph Technicians	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.6	2.5	0.0
Diagnostic-Electroneurophysiology Technologists	0.0	9.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Diagnostic-Medical Laboratory Technologists	1.5	1.4	2.8	0.9	1.2	1.4	0.5	0.0	0.4	1.2	0.6
Diagnostic-Medical Radiation Technologists	1.1	4.0	2.4	0.4	1.0	0.0	0.0	0.2	0.2	1.0	N/A
Diagnostic-Nuclear Medicine Technologists	5.3	4.2	0.0	0.0	4.0	0.0	0.0	0.0	7.1	0.0	6.5
Diagnostic-Operating Room Technicians	3.4	2.5	0.0	1.0	2.1	2.5	0.0	0.0	3.3	2.6	7.9
Diagnostic-Radiation Therapists	12.5	7.4	10.0	6.9	9.3	9.8	9.2	0.0	0.0	0.0	0.0
Diagnostic-Radiological Technologists	15.4	16.1	15.5	0.0	1.8	0.0	0.0	0.0	0.0	0.0	3.2
Food Service Supervisors	0.0	1.8	2.5	0.0	0.4	0.0	1.6	2.5	1.3	1.1	4.3
Health Care - Home Care Aides	-	-	-	-	-	0.2	0.1	1.3	0.4	0.4	1.1
Health Care - Nurse Aides	-	-	-	-	-	0.8	1.4	0.8	0.8	0.7	0.8
Health Care - Special Care/Health Care Aides	-	-	-	-	-	0.4	0.9	1.7	0.9	0.2	0.6
Health Educators	-	-	9.1	0.0	4.4	5.6	9.9	7.3	1.4	0.0	1.2
Health Records Administrators	2.1	1.8	1.6	2.2	2.1	2.1	0.0	0.8	0.0	0.0	0.0
Health Records Technicians	0.0	3.1	1.5	0.8	0.4	0.0	0.4	1.2	0.4	0.8	2.8
Health Service Managers	-	-	-	-	-	-	-	-	-	-	1.0
Nursing - Administration	2.7	1.1	1.2	0.3	0.9	1.2	0.6	0.8	0.5	1.8	N/A
Nursing - Critical Care	5.0	0.8	0.6	0.9	0.7	0.4	0.5	0.7	0.2	0.0	1.9
Nursing - Dialysis	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.3	0.0	13.6
Nursing - Education	0.0	3.0	0.5	0.3	0.0	2.7	0.9	0.5	0.7	0.6	N/A
Nursing - Emergency Room	3.8	0.3	0.8	0.3	1.5	0.3	0.0	0.8	0.3	0.3	0.7
Nursing - General	1.6	2.1	1.8	1.6	0.6	1.0	0.5	1.5	0.8	0.5	3.7
Nursing - Licensed Practical Nurses	0.6	0.9	0.6	0.1	0.2	0.3	0.9	1.3	1.1	0.5	2.1
Nursing - Licensed Practical Nurses - OR	-	-	0.0	1.0	0.0	1.1	0.0	0.0	0.0	15.4	8.3
Nursing - Not Registered/Students	0.0	6.1	0.6	0.0	1.4	0.0	0.0	3.2	0.0	0.0	N/A
Nursing - Occupational Health Nurses	-	-	-	-	-	-	0.0	0.0	0.0	3.7	0.0
Nursing - OR Nurses (with training)	4.7	5.5	1.1	1.0	0.0	0.0	0.0	0.0	0.0	0.0	5.4
Nursing - OR Nurses (without training)	0.0	0.0	0.0	0.0	0.0	0.0	2.6	9.5	0.0	0.0	0.0
Nursing - Primary Care Nurses	-	-	-	-	-	-	-	-	8.3	3.0	13.8

APPENDIX 9 (continued)

1998 SASKATCHEWAN HEALTH EMPLOYER SURVEY TRENDS IN VACANCY RATES FOR HEALTH PROFESSIONALS IN SASKATCHEWAN 1988 - 1998

CATEGORY	YEAR										
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998
Nursing - Public Health Nurses	3.4	2.0	3.6	2.0	1.5	4.6	2.1	3.3	3.1	2.6	2.5
Nursing - Psychiatric Nurses	0.4	1.7	5.1	3.0	3.3	4.0	2.0	1.9	1.3	0.8	2.8
Nursing-Psych Nurses-Administration	7.7	3.5	3.1	0.9	1.0	1.0	0.0	0.0	0.0	5.9	N/A
Nursing - Psychiatric Nurses - Education	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.8	0.0	9.3	N/A
Nutritionists and Dietitians	4.1	9.2	5.8	1.4	4.3	2.0	1.5	2.5	0.8	1.3	0.0
Pharmacists	6.2	3.5	2.6	1.4	0.8	0.8	1.9	1.4	0.9	0.8	1.9
Pharmacy Technicians	-	-	-	-	-	-	3.7	3.3	2.2	1.3	3.8
Psychologists	23.2	13.6	10.2	10.1	12.5	14.4	8.5	8.1	5.4	9.5	12.6
Public Health Inspectors	8.3	6.2	6.1	2.6	10.4	6.3	0.0	0.6	1.1	3.7	5.1
Rehabilitation - Audiologists	0.0	18.2	7.7	0.0	3.3	3.1	4.8	7.1	19.2	0.0	0.0
Rehabilitation - Chiropractors/Podiatrists	-	-	-	-	-	-	-	-	-	-	5.9
Rehabilitation - Exercise Therapists	-	-	-	-	-	-	-	-	-	-	0.0
Rehabilitation - Occupational Therapists	13.1	18.0	12.2	8.0	9.2	11.6	6.8	6.5	5.3	5.4	7.9
Rehabilitation - Occupational Therapist Assistants/	-	2.1	3.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.8
Rehabilitation - Physical Therapists	8.9	14.3	13.5	6.4	2.9	7.8	5.4	6.0	3.5	7.7	8.9
Rehabilitation - Physiotherapist Assistants/Attenda	-	0.5	2.4	2.2	0.0	4.4	1.5	1.9	0.0	0.4	1.9
Rehabilitation - Prosthetists & Orthotists	4.8	11.1	0.0	6.5	10.5	9.5	0.0	0.0	4.3	14.6	6.3
Rehabilitation - Recreation Technologists	2.8	4.8	6.4	1.5	1.3	0.6	0.0	2.6	1.1	0.0	4.1
Rehabilitation - Recreation Therapists	-	-	-	-	-	-	-	-	-	1.9	4.3
Rehabilitation - Respiratory Therapists	15.4	16.1	15.5	0.0	1.8	0.0	0.0	0.0	0.0	0.0	0.0
Rehabilitation - Speech-Language Pathologists	5.5	5.7	3.6	3.8	1.2	1.0	0.0	0.9	1.7	1.1	2.0
Social Service Workers	3.1	2.7	3.4	0.0	2.0	0.7	4.2	1.0	0.7	3.1	0.3
Social Workers	0.0	3.7	3.1	5.2	6.9	4.5	5.0	4.2	5.5	4.4	2.4

Aggregate Vacancy Rate for 1998 2.4

The data in this table are not comparable in all cases. Over the years various categories of employees have been reclassified into certain occupations or various categories of employers have been added. The figures, however, remain a fairly good indicator of vacancy rates. Large variations in rates from year to year within any occupation probably result from the relatively small total sample which also depends upon the response rates from year to year.

* [see Health Service Managers]

APPENDIX 10

1998 SASKATCHEWAN HEALTH EMPLOYER SURVEY VACANCY RATE AND TURNOVER RATE CHANGES BY OCCUPATION COMPARING 1998 TO 1997

Occupation	Full Time Equivalents			Vacancy Rates			Turnover Rates		
	1998	1997	1997-1998 Difference	1998	1997	1998-1997 Rate Change	1998	1997	1998-1997 Rate Change
	FTEs	FTEs		Rate (%)	Rate (%)		Rate (%)	Rate (%)	
Ambulance - Emergency Medical Technicians (EMT)	323.3	333.2	-9.9	3.7	0.9	2.8	14.5	11.9	2.6
Ambulance - EMT-Advanced	55.6	14.3	41.3	13.1	14.0	-0.9	13.1	0.0	13.1
Ambulance - EMT-Paramedic	111.9	96.8	15.1	4.3	1.0	3.3	10.8	6.2	4.6
Ambulance - Other Ambulance Attendants	65.2	50.3	14.9	4.2	2.0	2.2	6.3	4.0	2.3
Dental - Certified Dental Assistants	324.5	272.9	51.6	0.9	1.6	-0.7	7.0	9.7	-2.7
Dental - Dental Hygienists	101.9	91.9	10.0	2.6	3.8	-1.2	7.2	3.3	3.9
Dental - Dental Technicians	46.8	55.3	-8.5	7.5	10.9	-3.4	-	5.4	N/A
Dental - Dental Therapists	51.4	49.5	1.8	2.9	0.0	2.9	-	3.0	N/A
Dental - Dentists	213.8	216.0	-2.2	1.5	1.9	-0.4	5.2	4.6	0.6
Dental - Denturists	41.0	49.1	-8.1	0.0	2.0	-2.0	7.5	0.0	7.5
Dental - Uncertified Dental Assistants	42.5	44.3	-1.8	0.0	4.5	-4.5	4.9	9.0	-4.1
Diagnostic-Combined Technicians	162.9	140.5	22.4	1.4	0.0	1.4	2.3	6.8	-4.5
Diagnostic-Diagnostic Medical Sonographers	50.1	41.9	8.2	2.0	4.8	-2.8	5.9	2.4	3.5
Diagnostic-Electrocardiograph Technicians	28.0	39.3	-11.3	0.0	2.5	-2.5	-	2.5	N/A
Diagnostic-Electroneurophysiology Technologists	11.0	14.6	-3.6	0.0	0.0	0.0	-	6.9	N/A
Diagnostic-Medical Laboratory Technologists	645.8	697.2	-51.4	0.6	1.2	-0.6	4.4	2.4	2.0
Diagnostic-Nuclear Medicine Technologists	37.0	24.0	13.0	6.5	0.0	6.5	9.7	0.0	9.7
Diagnostic-Operating Room Technicians	30.6	38.5	-7.9	7.9	2.6	5.3	2.6	1.3	1.3
Diagnostic-Radiation Therapists	37.1	30.7	6.4	0.0	0.0	0.0	-	13.0	N/A
Diagnostic-Medical Radiation/Radiological Technologists	195.5	240.4	-44.9	3.2	1.0	2.2	7.6	3.7	3.9
Food Service Supervisors	65.7	90.2	-24.4	4.3	1.1	3.2	2.9	8.3	-5.4
Health Care - Home Care Aides	963.4	747.7	215.6	1.1	0.4	0.7	11.4	9.2	2.2
Health Care - Nurse Aides	1331.2	1275.1	56.1	0.8	0.7	0.1	5.0	3.7	1.3
Health Care - Special Care/Health Care Aides	2524.9	2658.7	-133.9	0.6	0.2	0.4	4.1	7.9	-3.8
Health Educators	70.8	84.6	-13.8	1.2	0.0	1.2	7.2	3.5	3.7
Health Records Administrators	83.3	64.4	18.9	0.0	0.0	0.0	2.2	7.8	-5.6
Health Records Technicians	147.3	119.7	27.6	2.8	0.8	2.0	9.7	2.5	7.2
Nursing - Administration/Health Service Managers	713.3	520.2	193.1	1.0	1.8	-0.8	8.1	6.6	1.5
Nursing - Critical Care	678.7	481.8	196.9	1.9	0.0	1.9	1.0	1.5	-0.5
Nursing - Dialysis	116.6	54.5	62.1	13.6	0.0	13.6	-	2.7	N/A
Nursing - Education	N/A	157.1	N/A	N/A	0.6	-0.6	N/A	5.7	-5.7
Nursing - Emergency Room	222.0	182.9	39.1	0.7	0.3	0.4	1.1	1.1	0.0
Nursing - General	3634.2	3637.4	-3.2	3.7	0.5	3.2	6.4	5.3	1.1
Nursing - Graduate	16.5	N/A	N/A	0.0	N/A	N/A	9.1	N/A	N/A
Nursing - Licensed Practical Nurses	1036.3	989.8	46.5	2.1	0.5	1.6	2.6	4.7	-2.1
Nursing - Licensed Practical Nurses - OR	35.4	6.5	28.9	8.3	15.4	-7.1	2.1	0.0	2.1
Nursing - Not Registered/Students	N/A	1.1	N/A	N/A	0.0	N/A	N/A	0.0	N/A

APPENDIX 10 (continued)

**1998 SASKATCHEWAN HEALTH EMPLOYER SURVEY
VACANCY RATE AND TURNOVER RATE CHANGES BY OCCUPATION
COMPARING 1998 TO 1997**

Occupation	Full Time Equivalents			Vacancy Rates			Turnover Rates		
	1998	1997	1997-98 Difference	1998	1997	1998-1997 Rate Change	1998	1997	1998-1997 Rate Change
	FTEs	FTEs		Rate (%)	Rate (%)		Rate (%)	Rate (%)	
Nursing - OR Nurses (with training)	172.5	133.1	39.4	0.0	0.0	0.0	0.5	1.1	-0.6
Nursing - OR Nurses (without training)	33.6	20.8	12.8	5.4	0.0	5.4	-	0.0	N/A
Nursing - Occupational Health Nurses	48.0	40.8	7.2	0.0	3.7	-3.7	3.4	4.9	-1.5
Nursing - Primary Care Nurses	42.6	84.4	-41.8	13.8	3.0	10.8	22.4	5.3	17.1
Nursing - Psychiatric Nurses	601.4	524.8	76.6	2.8	0.8	2.0	4.7	5.3	-0.6
Nursing-Psych Nurses-Administration, See Health Service Mgrs	N/A	51.2	N/A	N/A	5.9	N/A	N/A	7.8	N/A
Nursing - Psychiatric Nurses - Education	N/A	10.8	N/A	N/A	9.3	N/A	N/A	9.3	N/A
Nursing - Public Health Nurses	335.5	246.0	89.5	2.5	2.6	-0.1	5.5	4.1	1.4
Nutritionists and Dietitians	99.4	112.5	-13.1	0.0	1.3	-1.3	2.5	4.9	-2.4
Pharmacists	713.6	645.7	67.9	1.9	0.8	1.1	4.3	4.6	-0.3
Pharmacy Technicians	171.8	152.6	19.2	3.8	1.3	2.5	4.8	8.8	-4.0
Psychologists	128.3	105.2	23.1	12.6	9.5	3.1	9.9	5.7	4.2
Public Health Inspectors	76.3	66.9	9.4	5.1	3.7	1.4	11.5	9.7	1.8
Rehabilitation - Audiologists	6.0	11.5	-5.5	0.0	0.0	0.0	-	17.4	N/A
Rehabilitation - Chiropodists/Podiatrists	16.0		N/A	5.9		N/A	N/A		N/A
Rehabilitation - Exercise Therapists	45.1		N/A	0.0		N/A	N/A		N/A
Rehabilitation - Occupational Therapists	136.2	110.6	25.6	7.9	5.4	2.5	6.2	10.9	-4.6
Rehabilitation - Occupational Therapist Assistants/Attendants	28.0	60.6	-32.6	2.8	0.0	2.8	8.3	5.8	2.6
Rehabilitation - Physical Therapists	271.5	207.9	63.6	8.9	7.7	1.2	9.5	10.6	-1.1
Rehabilitation - Physiotherapist Assistants/Attendants	82.0	111.9	-29.9	1.9	0.4	1.5	6.7	4.5	2.3
Rehabilitation - Prosthetists & Orthotists	15.0	13.7	1.3	6.3	14.6	-8.3	-	14.6	N/A
Rehabilitation - Recreation Technologists	63.1	55.6	7.5	4.1	0.0	4.1	9.5	16.2	-6.7
Rehabilitation - Recreation Therapists	40.4	51.8	-11.4	4.3	1.9	2.4	15.2	8.7	6.5
Rehabilitation - Respiratory Therapists	32.6	78.6	-46.0	0.0	0.0	0.0	3.2	3.8	-0.6
Rehabilitation - Speech-Language Pathologists	126.5	93.6	32.9	2.0	1.1	0.9	4.6	3.2	1.4
Social Service Workers	272.9	223.0	49.9	0.3	3.1	-2.8	3.5	3.1	0.3
Social Workers	336.1	365.4	-29.3	2.4	4.4	-2.0	11.3	5.6	5.7
Total for All Occupations	18270.5	17218.3	1052.2	2.4	1.1	1.3	5.8	5.7	0.1

Note - N/A means statistics are not available, mostly due to reclassification of occupation. Large variations from 1997 to 1998 within any category are mostly due to the relatively small total sample numbers which also depends upon the response rates from year to year.

SASKATCHEWAN HEALTH EMPLOYER SURVEY SUMMARY REPORT
PERCENTAGE OF ALL FULL-TIME EQUIVALENT PERSONNEL EMPLOYED BY SERVICE SECTOR
1992 TO 1998

Service Sector	1992	1993	1994	1995	1996	1997	1998
Health Districts							
- Community Services	3.8	3.1	3.0	3.8	3.7	3.5	4.0
- Health Centres	2.0	2.6	3.4	3.8	3.2	2.3	3.0
- Home Care	2.1	6.3	7.0	6.4	7.2	6.4	8.1
- Hospitals	50.1	38.7	35.9	35.9	33.2	35.6	34.6
- Mental Health Centres	2.9	2.6	2.9	3.1	3.7	3.6	4.0
- Special Care Homes	10.2	23.7	23.0	23.0	22.9	23.9	22.0
Saskatchewan Health	0.5	0.4	0.5	0.5	0.6	0.9	0.3
Saskatchewan Education	0.4	0.3	0.6	0.7	0.6	0.3	0.4
Saskatchewan Social Services	1.4	2.1	2.9	2.7	3.1	3.7	3.4
Saskatchewan Post-Secondary Education	2.4	1.8	1.6	1.8	1.6	1.4	N/A
Physician Offices	2.4	0.9	0.6	0.9	0.6	0.9	1.8
Federal Government	2.0	2.6	1.1	1.0	0.8	0.8	0.8
Tribal Councils	N/A	N/A	0.3	0.7	0.6	1.0	1.3
Personal Care Homes	N/A	N/A	N/A	N/A	0.7	1.0	1.2
Rehabilitation	0.6	0.5	0.5	0.6	2.4	1.5	1.7
Other (Personal/Private Business)	19.2	14.4	16.8	15.2	15.1	13.2	13.4
Totals	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note - Saskatchewan Health Employer Survey Summary Report bases its findings on employer response.
 - N/A - not applicable, did not survey in the year noted.

APPENDIX 11 (con't)

1998 SASKATCHEWAN HEALTH EMPLOYER SURVEY PERCENTAGE OF FULL-TIME EQUIVALENT EMPLOYEES BY SERVICE SECTOR COMPARING 1998 TO 1997

Service Sector	Ambulance**		Dental		Diagnostic and Therapeutic		Pharmaceutical		Dietetic, Health Records & Public Health	
	1998	1997	1998	1997	1998	1997	1998	1997	1998	1997
Health Districts										
- Community Services	30.1								12.4	21.6
- Health Centres			1.0		3.9	2.8			3.1	1.3
- Home Care									8.7	1.1
- Hospitals					76.2	78.4	26.2	27.3	38.0	47.6
- Mental Health Centres					0.001	0.1			4.1	2.4
- Special Care Homes					0.6	0.1	0.1	0.1	12.4	6.7
Saskatchewan Health				2.0	4.6	5.5			0.6	1.3
Saskatchewan Education										
Saskatchewan Social Services					0.2	0.2	0.2	0.3	0.5	0.8
Saskatchewan Post-Secondary Education		2.7		10.8		0.2		1.4		2.7
Physician Offices					4.9	3.2			7.1	0.3
Federal Government			0.9	0.9	0.0001		0.0001	0.1	1.5	0.4
Tribal Councils		1.1	1.6	0.7		0.1			3.6	6.3
Personal Care Homes										0.6
Rehabilitation									2.4	
Other (Non-Profit or Private Business)	69.9	96.2	96.5	85.6	9.6	9.6	73.5	70.9	5.5	6.9
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Service Sector	Health Care Aides		Nursing		Rehabilitation		Social Workers & Psychologists		Percentage of Total FTEs	
	1998	1997	1998	1997	1998	1997	1998	1997	1998	1997
Health Districts										
- Community Services	0.4		4.4	4.5	6.4	7.8	3.3	14.1	4.0	3.5
- Health Centres	4.4	3.3	3.2	2.7	0.3	1.1	0.4	0.1	3.0	2.3
- Home Care	19.6	14.6	5.6	5.4	1.9	2.5	0.8	0.6	8.1	6.4
- Hospitals	7.7	7.5	56.2	55.8	25.5	28.4	13.4	9.9	34.6	35.6
- Mental Health Centres	2.0	2.1	5.3	5.1	2.3	0.3	25.6	18.6	4.0	3.6
- Special Care Homes	53.9	61.9	16.1	14.3	13.2	12.6	1.4	9.5	22.0	23.9
Saskatchewan Health		0.2		0.5		0.2		2.1	0.3	0.9
Saskatchewan Education					8.1	8.3			0.4	0.3
Saskatchewan Social Services	3.7	3.7	1.5	1.7	3.7	6.0	38.3	36.6	3.4	3.7
Saskatchewan Post-Secondary Education				1.3		3.1		0.4	N/A	1.4
Physician Offices	1.6	0.7	1.3	1.1		0.2	0.1		1.8	0.9
Federal Government			1.5	1.4	0.8	0.7	1.8	1.9	0.8	0.8
Tribal Councils	1.0	0.7	1.0	1.1	0.2	0.3	6.6	1.7	1.3	1.0
Personal Care Homes	4.0	3.2	0.3	0.2	0.1		0.7	0.1	1.2	1.0
Rehabilitation	0.2	0.5	0.6	1.4	21.4	20.2	5.4	1.4	1.7	1.5
Other (Non-Profit or Private Business)	1.5	1.6	3.0	3.5	16.1	8.4	2.3	3.1	13.4	13.2
	100	100	100	100	100	100	100.0	100	100	100

Note - Saskatchewan Health Employer Survey Summary Report bases its findings on employer response. See Appendix 3

** Included as "private" Ambulance employers are non-profit corporations contracted by communities or Health Districts

Ambulance services directly provided by the health districts are classified under Community Services.

APPENDIX 12

1998 SASKATCHEWAN HEALTH EMPLOYER SURVEY

NUMBER OF FULL-TIME EQUIVALENT (FTE) POSITIONS Per 1,000 Population by Health District

Health District	District Population	Ambulance		Certified Dental Assistants		Dental Hygienists		Dental Technicians		Dental Therapists		Dentists	
		Operators (All)											
		FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000
Assiniboine Valley	16,714	13.0	0.8										
Athabasca	2,382												
Battlefords	27,766	18.3	0.7	16.1	0.6	3.6	0.1	1.0	0.0	4.4	0.2	6.8	0.2
Central Plains	21,080	16.0	0.8	8.5	0.4		0.0			1.9	0.1	3.0	0.1
East Central	30,474	20.2	0.7	8.0	0.3	5.1	0.2	3.1	0.1	1.2	0.0	5.6	0.2
Gabriel Springs	11,989	9.0	0.8		0.0					0.5	0.0		
Greenhead	15,631	7.4	0.5	1.0	0.1	0.5	0.0		0.0	0.5	0.0	1.0	0.1
Keewatin Yathe	10,757									4.3	0.4		
Living Sky	13,929	29.3	2.1	1.4	0.1	0.4	0.0		0.0		0.0	1.9	0.1
Lloydminster	11,196	22.9	2.0	1.2	0.1				0.0		0.0		0.0
Mamawetan Churchill River	20,382	18.6	0.9	1.0						0.5	0.0	1.0	
Midwest	18,171	9.2	0.5	3.5	0.2	1.0	0.1		0.0		0.0	1.0	
Moose Jaw/Thunder Creek	46,100	20.3	0.4	7.0	0.2	3.0	0.1	1.0	0.0	2.1	0.0	5.1	0.1
Moose Mountain	13,365	10.5	0.8	3.9	0.3		0.0				0.0	1.9	
North Central	12,531			4.5	0.4	1.0	0.1		0.0		0.0	2.0	
North Valley	14,988	29.2	1.9	1.4	0.1	0.7	0.0		0.0		0.0	0.7	
North-East	15,681	29.4	1.9	3.0	0.2	0.9	0.1		0.0			1.9	0.1
Northwest	14,806	9.1	0.6				0.0			3.0	0.2		0.0
Parkland	20,768	12.9	0.6	0.8	0.0					2.0	0.1	0.7	0.0
Pasquia	17,648	13.4	0.8	4.2	0.2	0.8	0.0		0.0		0.0	2.7	0.2
Pipestone	20,199	10.5	0.5	6.6	0.3	3.9	0.2		0.0	5.0	0.2	5.9	0.3
Prairie West	15,029	16.1	1.1	2.5	0.2	0.5	0.0		0.0		0.0	1.0	0.1
Prince Albert	56,101	31.0	0.6	17.4	0.3	3.7	0.1	7.3	0.1	4.8	0.1	9.9	0.2
Regina	211,778	76.4	0.4	89.6	0.4	36.9	0.2	18.7	0.1	11.9	0.1	46.3	0.2
Rolling Hills	11,348	2.8	0.2								0.0		0.0
Saskatoon	235,477	48.2	0.2	123.1	0.5	34.0	0.1	13.7	0.1	5.8	0.0	101.3	0.4
South Central	20,300	12.7	0.6	3.2	0.2	0.0	0.0		0.0		0.0	2.0	0.1
South Country	11,963	23.2	1.9	1.5	0.1	1.3	0.1		0.0	0.8	0.1	1.8	0.1
South East	25,301	9.2	0.4	3.2	0.1	1.3	0.0		0.0	0.7	0.0	2.5	0.1
Southwest	15,218	1.2	0.1	1.6	0.1		0.0		0.0	0.9	0.1	1.9	0.1
Swift Current	20,400	9.5	0.5	9.2	0.5	3.4	0.2	2.0	0.1	1.2	0.1	5.0	0.2
Touchwood Qu'Appelle	15,475	17.9	1.2	1.0	0.1		0.0				0.0	0.8	0.0
Twin Rivers	16,986	9.7	0.6								0.0		0.0
Total for Saskatchewan	1,031,933	556.1	0.5	324.4	0.3	101.9	0.1	46.8	0.0	51.4	0.0	213.8	0.2

APPENDIX 12 (cont.)

1998 SASKATCHEWAN HEALTH EMPLOYER SURVEY

NUMBER OF FULL-TIME EQUIVALENT (FTE) POSITIONS Per 1,000 Population by Health District

Health District	District Population	Dental				Diagnostic							
		Denturists		Uncertified Dental Assistants		Combined Technicians		Diagnostic Medical Sonographers		Medical Laboratory Technologists		Medical Radiation/ Radiological Technologies	
		FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000
Assiniboine Valley	16,714					6.7	0.4			7.3	0.4	3.8	0.2
Athabasca	2,382					2.4	1.0					0.0	0.0
Battlefords	27,766	2.0	0.1	0.5	0.0	1.3	0.0	2.0	0.1	14.4	0.5	3.6	0.1
Central Plains	21,080	1.0	0.0		0.0	2.0	0.1		0.0	7.0		3.0	0.1
East Central	30,474	4.8	0.2		0.0	4.0	0.1	2.1	0.1	21.5	0.7	7.6	0.3
Gabriel Springs	11,989		0.0		0.0	4.3	0.4		0.0	1.0		0.8	0.1
Greenhead	15,631		0.0		0.0	3.8	0.2		0.0	1.6		1.9	0.1
Keewatin Yathe	10,757			4.3	0.4	3.4	0.3	2.0	0.2	2.0		1.0	0.1
Living Sky	13,929	1.1	0.1		0.0	6.1	0.4		0.0			0.5	0.0
Lloydminster	11,196	3.0	0.3		0.0	1.0	0.1		0.0	8.8		4.6	0.4
Mamawetan Churchill River	20,382				0.0	3.1	0.2		0.0	2.0		0.0	0.0
Midwest	18,171		0.0		0.0	10.8	0.6		0.0	3.2		2.1	0.1
Moose Jaw/Thunder Creek	46,100	1.1	0.0	2.3	0.0	2.8	0.1	2.9	0.1	31.2	0.7	11.7	0.3
Moose Mountain	13,365		0.0	2.7	0.2	7.0	0.5		0.0	1.1		4.9	0.4
North Central	12,531		0.0	1.0	0.1	1.2	0.1	1.0	0.1	6.0		3.9	0.3
North Valley	14,988		0.0		0.0	1.3	0.1		0.0	7.8		3.6	0.2
North-East	15,681	1.1	0.1		0.0	4.8	0.3	1.0	0.1	7.3	0.5	3.0	0.2
Northwest	14,806		0.0		0.0	7.5	0.5		0.0	5.9		1.2	0.1
Parkland	20,768		0.0	0.8	0.0	7.1	0.3		0.0			1.2	0.1
Pasquia	17,648	1.1	0.1	0.4	0.0	3.9	0.2		0.0	6.4		1.8	0.1
Pipestone	20,199		0.0	2.5	0.1	9.4	0.5		0.0	1.0		1.4	0.1
Prairie West	15,029	1.1	0.1		0.0	10.6	0.7		0.0	3.2		0.7	0.0
Prince Albert	56,101	2.0	0.0	2.8	0.1	2.0	0.0	3.0	0.1	30.9	0.5	16.1	0.3
Regina	211,778	7.7	0.0	11.1	0.1	1.8	0.0	16.5	0.1	218.7	1.0	72.3	0.3
Rolling Hills	11,348		0.0		0.0	4.1	0.4		0.0			0.0	0.0
Saskatoon	235,477	10.2	0.0	13.0	0.1	14.9	0.1	16.5	0.1	222.2	0.9	64.7	0.3
South Central	20,300		0.0		0.0	1.5	0.1		0.0	7.5		4.8	0.2
South Country	11,963		0.0	0.9	0.1	1.7	0.1	1.1	0.1	3.9		1.2	0.1
South East	25,301	1.1	0.0		0.0	8.9	0.3		0.0	6.2		1.9	0.1
Southwest	15,218		0.0	0.2	0.0	6.4	0.4		0.0	2.8		0.9	0.1
Swift Current	20,400	4.0	0.2		0.0		0.0	2.0	0.1	11.5	0.6	6.3	0.3
Touchwood Qu'Appelle	15,475		0.0		0.0	8.0	0.5		0.0	3.5		0.5	0.0
Twin Rivers	16,986		0.0		0.0	9.3	0.5		0.0			1.6	0.1
Total for Saskatchewan	1,031,933	41.0	0.0	42.5	0.0	162.9	0.2	50.1	0.0	645.8	0.6	232.6	0.2

APPENDIX 12 (con't)

1998 SASKATCHEWAN HEALTH EMPLOYER SURVEY

NUMBER OF FULL-TIME EQUIVALENT (FTE) POSITIONS Per 1,000 Population by Health District

Health District	District Population	Diagnostic		Food Service Managers		Health Educators		Health Records Administrators & Technicians		Nutritionists & Dietitians		Health Service Managers	
		All other Diagnostic Therapies		Food Service Managers		Health Educators		Health Records Administrators & Technicians		Nutritionists & Dietitians		Health Service Managers	
		FTEs	FTEs/1,000	FTEs	FTEs/1,000	FTEs	FTEs/1,000	FTEs	FTEs/1,000	FTEs	FTEs/1,000	FTEs	FTEs/1,000
Assiniboine Valley	16,714	0.0	0.0	2.0	0.1	4.5	0.3	4.7	0.3	1.0	0.1	14.2	0.8
Athabasca	2,382	0.0			0.0		0.0	0.0	0.0		0.0	1.0	0.4
Battlefords	27,766	1.0	0.0	3.0	0.1	2.9	0.1	6.3	0.2	3.7	0.1	30.6	1.1
Central Plains	21,080	0.1	0.0	3.0	0.1	1.0	0.0	2.8	0.1	3.0	0.1	13.4	0.6
East Central	30,474	1.3	0.0	1.0	0.0	2.0	0.1	4.9	0.2	5.0	0.2	36.1	1.2
Gabriel Springs	11,989	0.0	0.0			1.0	0.1	2.1	0.2	1.4	0.1	7.8	0.7
Greenhead	15,631	0.0	0.0	0.0	0.0		0.0	1.5	0.1	1.1	0.1		0.0
Keewatin Yathe	10,757	0.0			0.0		0.0	0.0	0.0		0.0	3.7	0.3
Living Sky	13,929	0.0	0.0		0.0		0.0	3.3	0.2	0.5	0.0	5.0	0.4
Lloydminster	11,196	0.0	0.0	1.9	0.2		0.0	3.8	0.3	1.0	0.1	4.7	0.4
Mamawetan Churchill River	20,382	0.0		1.0	0.0	1.0	0.0	1.9	0.1	2.0	0.1	7.1	0.3
Midwest	18,171	1.0	0.1		0.0	1.0	0.1	0.3	0.0	5.0	0.3	13.8	0.8
Moose Jaw/Thunder Creek	46,100	4.9	0.1	6.1	0.1	5.0	0.1	8.8	0.2	5.7	0.1	39.7	0.9
Moose Mountain	13,365	0.0	0.0		0.0		0.0	11.5	0.9	0.6	0.0	9.8	0.7
North Central	12,531	0.0	0.0	2.0	0.2	2.5	0.2	3.0	0.2	2.2	0.2	13.0	1.0
North Valley	14,988	0.0	0.0	1.1	0.1		0.0	2.8	0.2	1.0	0.1	12.5	0.8
North-East	15,681	0.0	0.0	1.0	0.1		0.0	3.8	0.2	1.0	0.1	12.1	0.8
Northwest	14,806	0.0	0.0		0.0	10.5	0.7	3.8	0.3	1.3	0.1	9.6	0.6
Parkland	20,768	0.0	0.0		0.0	1.0	0.0	3.0	0.1	1.0	0.0	14.1	0.7
Pasquia	17,648	0.0	0.0	1.0	0.1	1.0	0.1	4.5	0.3	1.0	0.1	2.5	0.1
Pipestone	20,199	0.0	0.0	0.0	0.0		0.0	5.4	0.3	0.0	0.0	15.0	0.7
Prairie West	15,029	0.0	0.0	1.0	0.1	1.4	0.1	0.4	0.0	1.0	0.1	12.2	0.8
Prince Albert	56,101	1.1	0.0	4.0	0.1	3.7	0.1	11.7	0.2	4.1	0.1	68.5	1.2
Regina	211,778	21.5	0.1	1.2	0.0	5.0	0.0	54.7	0.3	18.7	0.1	66.7	0.3
Rolling Hills	11,348	0.0	0.0		0.0	1.0	0.1	1.0	0.1	1.0	0.1	1.1	0.1
Saskatoon	235,477	74.2	0.3	31.4	0.1	18.9	0.1	54.2	0.2	23.9	0.1	203.1	0.9
South Central	20,300	0.0	0.0	2.0	0.1	3.8	0.2	5.6	0.3	5.0	0.2	9.7	0.5
South Country	11,963	0.0	0.0		0.0		0.0	1.0	0.1		0.0	12.1	1.0
South East	25,301	0.0	0.0		0.0	0.6	0.0	7.3	0.3	1.2	0.0	21.3	0.8
Southwest	15,218	0.0	0.0		0.0	1.7	0.1	5.3	0.3	1.0	0.1	7.0	0.5
Swift Current	20,400	1.5	0.1	2.0	0.1		0.0	5.0	0.2	2.5	0.1	30.4	1.5
Touchwood Qu'Appelle	15,475	0.0	0.0	1.0	0.1	1.3	0.1	3.9	0.3	3.0	0.2	10.6	0.7
Twin Rivers	16,986	0.0	0.0		0.0		0.0	2.3	0.1	0.5	0.0	5.0	0.3
Total for Saskatchewan	1,031,933	106.6	0.1	65.7	0.1	70.8	0.1	230.6	0.2	99.4	0.1	713.3	0.7

APPENDIX 12 (con't)

1998 SASKATCHEWAN HEALTH EMPLOYER SURVEY

NUMBER OF FULL-TIME EQUIVALENT (FTE) POSITIONS Per 1,000 Population by Health District

Health District	District Population	Pharmaceuticals and Public Health										Health Care							
		Pharmacists		Pharmacy Technicians		Public Health Inspectors		Home Care Aides		Nurses' Aides		Special Care Aides							
		FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000.	FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000						
Assiniboine Valley	16,714	10.7	0.6	1.1	0.1			24.2	1.4	61.6	3.7	75.9	4.5						
Athabasca	2,382	0.1	0.0		0.0								0.0						
Battlefords	27,766	17.0	0.6	8.1	0.3	5.9	0.2	19.1	0.7	66.7	2.4	110.2	4.0						
Central Plains	21,080	19.9	0.9		0.0		0.0	32.0	1.5	4.5	0.2	66.8	3.2						
East Central	30,474	26.4	0.9	7.4	0.2	6.0	0.2	46.0	1.5	136.9	4.5	85.4	2.8						
Gabriel Springs	11,989	8.1	0.7		0.0		0.0	15.9	1.3	0.7	0.1	72.0	6.0						
Greenhead	15,631	6.2	0.4		0.0		0.0		0.0	5.1	0.3	57.1	3.7						
Keewatin Yathe	10,757	3.2	0.3	2.3	0.2	1.1	0.1	8.7	0.8	19.2	1.8		0.0						
Living Sky	13,929	10.4	0.7		0.0		0.0		0.0	11.8	0.8	48.2	3.5						
Lloydminster	11,196	17.8	1.6	4.4	0.4		0.0	9.0	0.8	1.0	0.1	19.9	1.8						
Mamawetan Churchill River	20,382	7.8	0.4	3.2	0.2	3.0	0.1	13.0	0.6	8.0	0.4	8.0	0.4						
Midwest	18,171	11.3	0.6	0.5	0.0	4.0	0.2	19.9	1.1	32.1	1.8	59.8	3.3						
Moose Jaw/Thunder Creek	46,100	29.3	0.6	4.1	0.1	4.0	0.1	57.9	1.3	158.7	3.4	204.1	4.4						
Moose Mountain	13,365	8.6	0.6		0.0		0.0	24.1	1.8	15.9	1.2	73.5	5.5						
North Central	12,531	6.0	0.5	1.0	0.1	3.9	0.3	18.9	1.5	37.3	3.0	37.7	3.0						
North Valley	14,988	11.6	0.8	2.1	0.1		0.0	20.9	1.4	6.6	0.4	88.4	5.9						
North-East	15,681	9.4	0.6	0.8	0.0		0.0		0.0	3.1	0.2	108.9	6.9						
Northwest	14,806	9.8	0.7	3.0	0.2		0.0	24.6	1.7	21.9	1.5	26.2	1.8						
Parkland	20,768	10.7	0.5		0.0		0.0	27.0	1.3	20.8	1.0	71.2	3.4						
Pasquia	17,648	14.3	0.8	2.1	0.1		0.0	23.1	1.3	11.2	0.6	59.1	3.3						
Pipestone	20,199	15.9	0.8	1.0	0.0		0.0	2.0	0.1	84.7	4.2	127.6	6.3						
Prairie West	15,029	13.1	0.9		0.0	1.0	0.1	16.8	1.1	5.9	0.4	47.1	3.1						
Prince Albert	56,101	50.8	0.9	13.3	0.2	6.9	0.1	44.2	0.8	101.3	1.8	127.6	2.3						
Regina	211,778	137.5	0.6	51.8	0.2	15.1	0.1	140.1	0.7	103.0	0.5	50.6	0.2						
Rolling Hills	11,348	3.2	0.3		0.0		0.0		0.0	0.6	0.1	38.7	3.4						
Saskatoon	235,477	179.7	0.8	61.7	0.3	16.5	0.1	253.2	1.1	172.1	0.7	458.3	1.9						
South Central	20,300	16.5	0.8	1.0	0.0	4.0	0.2	23.6	1.2	136.6	6.7	75.1	3.7						
South Country	11,963	4.4	0.4	1.1	0.1		0.0	16.0	1.3	13.5	1.1	34.5	2.9						
South East	25,301	20.5	0.8	0.4	0.0		0.0	26.5	1.0	31.0	1.2	75.0	3.0						
Southwest	15,218	10.2	0.7		0.0		0.0	1.1	0.1	13.6	0.9	69.9	4.6						
Swift Current	20,400	9.4	0.5	1.0	0.0	4.0	0.2	34.6	1.7	18.9	0.9	51.5	2.5						
Touchwood Qu'Appelle	15,475	9.0	0.6	0.9	0.1	1.0	0.1	3.0	0.2	22.6	1.5	58.4	3.8						
Twin Rivers	16,986	6.9	0.4		0.0		0.0	17.9	1.1	4.4	0.3	38.2	2.2						
Total for Saskatchewan	1,031,933	715.6	0.7	172.0	0.2	76.3	0.1	963.4	0.9	1,331.2	1.3	2,524.9	2.4						

APPENDIX 12 (con't)														
1998 SASKATCHEWAN HEALTH EMPLOYER SURVEY														
NUMBER OF FULL-TIME EQUIVALENT (FTE) POSITIONS Per 1,000 Population by Health District														
Health District	District Population	Registered Nurses										Licenced		
		General Duty RNs		Critical Care RNs		Public Health RNs		All other Registered Nurses		Registered Psychiatric Nurses		Licenced Practical Nurses		
		FTEs	FTEs/1,000	FTEs	FTEs/1,000	FTEs	FTEs/1,000	FTEs	FTEs/1,000	FTEs	FTEs/1,000	FTEs	FTEs/1,000	
Assiniboine Valley	16,714	77.0	4.6		0.0	6.0	0.4	1.0	0.1	1.5	0.1	25.5	1.5	
Athabasca	2,382	6.4	2.7		0.0		0.0	0.0	0.0		0.0	3.5	1.5	
Battlefords	27,766	86.2	3.1	9.3	0.3	15.2	0.5	21.1	0.8	96.5	3.5	35.6	1.3	
Central Plains	21,080	74.4	3.5		0.0	5.0	0.2	3.3	0.2	1.0	0.0	18.8	0.9	
East Central	30,474	144.9	4.8	16.4	0.5	10.3	0.3	41.3	1.4	29.2	1.0	50.9	1.7	
Gabriel Springs	11,989	44.4	3.7		0.0	4.0	0.3	0.0	0.0	1.0	0.1	10.0	0.8	
Greenhead	15,631	29.7	1.9		0.0	4.7	0.3	0.0	0.0	1.0	0.1	9.4	0.6	
Keewatin Yathe	10,757	28.8	2.7		0.0	5.3	0.5	4.3	0.4	1.1	0.1	2.0	0.2	
Living Sky	13,929	36.7	2.6		0.0	4.0	0.3	3.1	0.2	0.6	0.0	12.8	0.9	
Lloydminster	11,196	23.2	2.1	21.1	1.9	4.9	0.4	10.3	0.9	3.0	0.3	33.0	2.9	
Marmawetan Churchill River	20,382	15.8	0.8		0.0	7.7	0.4	6.0	0.3	2.0	0.1	9.9	0.5	
Midwest	18,171	70.5	3.9		0.0	4.7	0.3	2.4	0.1		0.0	19.7	1.1	
Moose Jaw/Thunder Creek	46,100	138.1	3.0	11.0	0.2	14.4	0.3	25.8	0.6	110.2	2.4	46.6	1.0	
Moose Mountain	13,365	49.5	3.7		0.0	4.9	0.4	0.0	0.0	1.9	0.1	13.2	1.0	
North Central	12,531	52.2	4.2		0.0	5.6	0.4	5.5	0.4	5.2	0.4	16.2	1.3	
North Valley	14,988	58.6	3.9		0.0	4.0	0.3	2.4	0.2	2.5	0.2	22.5	1.5	
North-East	15,681	56.7	3.6		0.0	3.0	0.2	4.8	0.3	5.0	0.3	18.8	1.2	
Northwest	14,806	39.0	2.6		0.0	9.6	0.6	7.0	0.5	2.0	0.1	10.3	0.7	
Parkland	20,768	65.7	3.2		0.0	6.8	0.3	0.0	0.0	3.5	0.2	15.4	0.7	
Pasquia	17,648	40.2	2.3		0.0	5.5	0.3	9.5	0.5	2.2	0.1	20.1	1.1	
Pipestone	20,199	96.4	4.8		0.0	6.3	0.3	0.0	0.0	3.0	0.1	20.2	1.0	
Prairie West	15,029	32.6	2.2		0.0	4.0	0.3	1.4	0.1	3.2	0.2	18.1	1.2	
Prince Albert	56,101	194.3	3.5	15.0	0.3	27.5	0.5	53.9	1.0	42.1	0.8	63.4	1.1	
Regina	211,778	818.4	3.9	295.0	1.4	51.5	0.2	158.2	0.7	86.9	0.4	274.4	1.3	
Rolling Hills	11,348	27.0	2.4		0.0	3.0	0.3	0.0	0.0		0.0	3.5	0.3	
Saskatoon	235,477	1,007.5	4.3	300.6	1.3	77.2	0.3	279.3	1.2	137.8	0.6	207.7	0.9	
South Central	20,300	62.6	3.1	5.2	0.3	6.5	0.3	6.0	0.3	41.3	2.0	12.2	0.6	
South Country	11,963	32.9	2.7		0.0	4.6	0.4	0.0	0.0		0.0	6.9	0.6	
South East	25,301	80.3	3.2	4.0	0.2	4.5	0.2	8.0	0.3	4.5	0.2	22.4	0.9	
Southwest	15,218	47.8	3.1		0.0	4.0	0.3	0.4	0.0	1.5	0.1	9.6	0.6	
Swift Current	20,400	70.6	3.5	21.8	1.1	5.0	0.2	14.3	0.7	18.0	0.9	32.1	1.6	
Touchwood Qu' Appelle	15,475	51.0	3.3		0.0	13.7	0.9	0.0	0.0		0.0	13.6	0.9	
Twin Rivers	16,986	54.5	3.2		0.0	2.0	0.1	0.0	0.0		0.0	19.5	1.1	
Total for Saskatchewan	1,031,933	3,713.9	3.6	699.4	0.7	335.5	0.3	669.1	0.6	607.7	0.6	1,098.0	1.1	

APPENDIX 12 (con't)

1998 SASKATCHEWAN HEALTH EMPLOYER SURVEY

NUMBER OF FULL-TIME EQUIVALENT (FTE) POSITIONS Per 1,000 Population by Health District

Health District	District Population	Rehabilitation											
		Occupational Therapists		Occupational Therapy Assistants		Physio Therapists		Physiotherapy Assistants		Speech Language Pathologists		Recreation Therapists and Technologists	
		FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000
Assiniboine Valley	16,714				0.0	2.0	0.1		0.0	1.0	0.1		0.0
Athabasca	2,382		0.0		0.0		0.0		0.0		0.0		0.0
Battlefords	27,766	1.0	0.0		0.0	8.3	0.3	1.0	0.0	6.5	0.2	23.9	0.9
Central Plains	21,080	2.2	0.1		0.0	5.5	0.3	2.5	0.1		0.0	6.3	0.3
East Central	30,474	4.6	0.2		0.0	9.4	0.3	2.8	0.1	5.2	0.2	1.0	0.0
Gabriel Springs	11,989	0.9	0.1		0.0	1.6	0.1		0.0		0.0		0.0
Greenhead	15,631	1.0	0.1		0.0	1.0	0.1		0.0	0.5	0.0		0.0
Keewatin Yathe	10,757		0.0		0.0		0.0	1.1	0.1		0.0		0.0
Living Sky	13,929		0.0		0.0	4.6	0.3	0.5	0.0		0.0	1.0	0.1
Lloydminster	11,196	1.0	0.1		0.0		0.0	2.1	0.2	1.0	0.1		0.0
Mamawetan Churchill River	20,382		0.0		0.0	0.9	0.0		0.0	2.0	0.1		0.0
Midwest	18,171	0.6	0.0		0.0	1.2	0.1	0.4	0.0	3.0	0.2		0.0
Moose Jaw/Thunder Creek	46,100	14.3	0.3	1.3	0.0	17.7	0.4	7.5	0.2	3.6	0.1	10.0	0.2
Moose Mountain	13,365		0.0		0.0	1.8	0.1		0.0		0.0		0.0
North Central	12,531	1.0	0.1		0.0	4.2	0.3	6.6	0.5	2.0	0.2	0.3	0.0
North Valley	14,988	2.0	0.1	1.0	0.1	3.0	0.2	2.5	0.2	2.0	0.1	2.0	0.1
North-East	15,681	1.0	0.1		0.0	3.0	0.2		0.0		0.0		0.0
Northwest	14,806	2.0	0.1		0.0	3.1	0.2	1.5	0.1	4.5	0.3		0.0
Parkland	20,768	2.0	0.1	1.0	0.0		0.0		0.0		0.0		0.0
Pasquia	17,648	1.0	0.1		0.0	2.0	0.1	1.0	0.1		0.0	1.7	0.1
Pipestone	20,199		0.0		0.0	2.0	0.1	1.0	0.0		0.0	3.1	0.2
Prairie West	15,029	1.5	0.1	1.7	0.1		0.0		0.0	1.0	0.1		0.0
Prince Albert	56,101	6.8	0.1	2.8	0.1	16.0	0.3	7.2	0.1	5.4	0.1	7.3	0.1
Regina	211,778	36.1	0.2	8.0	0.0	93.0	0.4	14.3	0.1	32.0	0.2	3.8	0.0
Rolling Hills	11,348		0.0		0.0		0.0		0.0		0.0		0.0
Saskatoon	235,477	53.8	0.2	12.2	0.1	78.5	0.3	20.6	0.1	43.9	0.2	33.0	0.1
South Central	20,300	1.0	0.0		0.0	3.2	0.2	3.2	0.2	5.4	0.3	3.0	0.1
South Country	11,963		0.0		0.0		0.0		0.0	1.0	0.1	1.0	0.1
South East	25,301		0.0		0.0	2.5	0.1		0.0	3.5	0.1	7.0	0.3
Southwest	15,218	1.0	0.1		0.0	2.0	0.1		0.0	1.0	0.1		0.0
Swift Current	20,400	2.0	0.1		0.0	4.8	0.2	8.8	0.4	3.0	0.1	1.0	0.0
Touchwood Qu'Appelle	15,475		0.0		0.0	2.0	0.1		0.0		0.0		0.0
Twin Rivers	16,986		0.0		0.0		0.0		0.0		0.0		0.0
Total for Saskatchewan	1,031,933	136.7	0.1	28.0	0.0	273.3	0.3	84.5	0.1	127.5	0.1	105.5	0.1

APPENDIX 12 (con't)

1998 SASKATCHEWAN HEALTH EMPLOYER SURVEY

NUMBER OF FULL-TIME EQUIVALENT (FTE) POSITIONS Per 1,000 Population by Health District

Health District	District Population	Rehabilitation				Psychologists, Social Workers				Totals			
		Respiratory Therapists		All other Therapists and Technologists		Psychologists		Social Service Workers		Social Workers		Occupational Groupings by Health District	
		FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000
Assiniboine Valley	16,714		0.0										
Atabasca	2,382		0.0										
Battlefords	27,766	1.0	0.0	3.5	0.1	17.0	0.6	103.0	3.7	8.9	0.3	786.4	28.3
Central Plains	21,080		0.0	1.1	0.1	1.0	0.0		0.0	2.5	0.1	312.2	14.8
East Central	30,474	1.2	0.0	2.0	0.1	1.8	0.1		0.0	30.9	1.0	793.6	26.0
Gabriel Springs	11,989		0.0		0.0		0.0	2.0	0.2	5.5	0.5	193.9	16.2
Greenhead	15,631		0.0		0.0		0.0	1.8	0.1	2.1	0.1	139.9	9.0
Keewatin Yathe	10,757		0.0		0.0		0.0		0.0				
Living Sky	13,929		0.0				0.0		0.0	3.2	0.3	100.8	9.4
Lloydminster	11,196		0.0		0.0		0.0		0.0	2.5	0.2	185.6	13.3
Mamawetan Churchill River	20,382		0.0		0.0	2.0	0.2		0.0	4.1	0.4	210.9	18.8
Midwest	18,171		0.0	2.0	0.1	1.0	0.0	19.5	1.0	7.0	0.3	154.3	7.6
Moose Jaw/Thunder Creek	46,100	2.7	0.1	2.3	0.1	2.7	0.1	26.2	0.6	25.7	0.6	1,079.2	23.4
Moose Mountain	13,365		0.0		0.0		0.0		0.0	2.1	0.2	249.3	18.7
North Central	12,531		0.0		0.0	1.0	0.1		0.0	2.9	0.2	250.6	20.0
North Valley	14,988		0.0		0.0		0.0		0.0	0.8	0.1	295.1	19.7
North-East	15,681		0.0		0.0	1.0	0.1		0.0	1.0	0.1	286.4	18.3
Northwest	14,806		0.0		0.0	2.0	0.1	11.0	0.7	6.5	0.4	235.9	15.9
Parkland	20,768		0.0		0.0		0.0	1.0	0.0	0.5	0.0	270.1	13.0
Pasquia	17,648		0.0		0.0		0.0	1.0	0.1	0.0	0.0	238.8	13.5
Pipestone	20,199		0.0		0.0		0.0	11.2	0.6	5.0	0.2	446.0	22.1
Prairie West	15,029		0.0		0.0	5.0	0.3		0.0	2.0	0.1	206.1	13.7
Prince Albert	56,101	2.5	0.0	4.7	0.1	8.6	0.2	5.2	0.1	10.9	0.2	1,041.8	18.6
Regina	211,778		0.0	36.4	0.2	27.5	0.1	59.9	0.3	92.3	0.4	3,361.4	15.9
Rolling Hills	11,348		0.0		0.0		0.0	1.0	0.1	2.0	0.2	90.0	7.9
Saskatoon	235,477	25.3	0.1	26.4	0.1	50.6	0.2	22.4	0.1	95.2	0.4	4,686.7	19.9
South Central	20,300		0.0	1.1	0.1	2.0	0.1	1.0	0.0	9.9	0.5	478.3	23.6
South Country	11,963		0.0		0.0		0.0		0.0		0.0	166.1	13.9
South East	25,301		0.0	1.0	0.0	3.2	0.1	1.0	0.0	2.0	0.1	362.8	14.3
Southwest	15,218		0.0		0.0		0.0	1.0	0.1	1.0	0.1	194.1	12.8
Swift Current	20,400		0.0	1.0	0.0	2.0	0.1	1.0	0.0	7.0	0.3	407.2	20.0
Touchwood Qu'Appelle	15,475		0.0	0.5	0.0		0.0	2.0	0.1		0.0	229.2	14.8
Twin Rivers	16,986		0.0				0.0	1.0	0.1	0.5	0.0	173.2	10.2
Total for Saskatchewan	1,031,933	32.6	0.0	82.0	0.1	128.5	0.1	272.9	0.3	336.1	0.3	18,270.5	17.7

APPENDIX 12 (con't) - Chiropractors, Physicians Optometrists and Specialists

1998 SASKATCHEWAN HEALTH EMPLOYER SURVEY

NUMBER OF Registered Medical Professionals per 1,000 Population by Health District

Health District	District Population	Chiropractors		Family Physicians		Optometrists		Specialists Physicians	
		FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000	FTEs	FTEs/ 1,000
Assiniboine Valley	16,714	5	0.3	15	0.9	1		0	0.0
Athabasca	2,382	0	0.0	2	0.8	0		0	0.0
Battlefords	27,766	4	0.1	22	0.8	5	0.2	17	0.6
Central Plains	21,080	3	0.1	15	0.7	1	0.0	0	0.0
East Central	30,474	3	0.1	23	0.8	7	0.2	19	0.6
Gabriel Springs	11,989	1	0.1	7	0.6	0	0.0	0	0.0
Greenhead	15,631	2	0.1	10	0.6	1	0.1	0	0.0
Keewatin Yathe	10,757	0	0.0	12	1.1	0	0.0	0	0.0
Living Sky	13,929	2	0.1	13	0.9	2	0.1	0	0.0
Lloydminster	11,196	3	0.3	28	2.5	3	0.3	7	0.6
Mamawetan Churchill River	20,382	0	0.0	10	0.5	1	0.0	0	0.0
Midwest	18,171	1	0.1	11	0.6	2	0.1	0	0.0
Moose Jaw/Thunder Creek	46,100	5	0.1	37	0.8	7	0.2	23	0.5
Moose Mountain	13,365	1	0.1	13	1.0	0	0.0	1	0.1
North Central	12,531	3	0.2	10	0.8	4	0.3	5	0.4
North Valley	14,988	1	0.1	10	0.7	1	0.1	1	0.1
North-East	15,681	1	0.1	13	0.8	2	0.1	2	0.1
Northwest	14,806	2	0.1	13	0.9	2	0.1	0	0.0
Parkland	20,768	0	0.0	26	1.3	0	0.0	0	0.0
Pasquia	17,648	3	0.2	13	0.7	2	0.1	0	0.0
Pipestone	20,199	2	0.1	13	0.6	0	0.0	1	0.0
Prairie West	15,029	1	0.1	13	0.9	1	0.1	10	0.7
Prince Albert	56,101	7	0.1	57	1.0	12	0.2	30	0.5
Regina	211,778	38	0.2	194	0.9	26	0.1	222	1.0
Rolling Hills	11,348	0	0.0	6	0.5	0	0.0	0	0.0
Saskatoon	235,477	43	0.2	225	1.0	34	0.1	393	1.7
South Central	20,300	3	0.1	17	0.8	2	0.1	5	0.2
South Country	11,963	1	0.1	7	0.6	1	0.1	0	0.0
South East	25,301	3	0.1	17	0.7	4	0.2	1	0.0
Southwest	15,218	2	0.1	10	0.7	1	0.1	0	0.0
Swift Current	20,400	3	0.1	15	0.7	3	0.1	16	0.8
Touchwood Qu'Appelle	15,475	1	0.1	8	0.5	0	0.0	0	0.0
Twin Rivers	16,986	0	0.0	7	0.4	0	0.0	0	0.0
Total for Saskatchewan	1,031,933	144	0.1	861	0.8	118	0.1	738	0.7

NOTES: 1. Blank spaces indicate a non-response and should not suggest a zero employee count for a specific situation.
 2. If a Chiropractor, Physician, Optometrist or Specialist has a practice in more than one district there will be one count for each district of practice, but only one count in the total.
 3. Population data represents the number of Saskatchewan residents on Saskatchewan's Health Insurance Registration File (HIRF) as of June 30, 1998.
 4. Registered Indians have been assigned to districts based on their mailing address.
 5. Populations are not discrete counts as some health district boundaries run through certain rural municipalities. The populations of those R.M.s which fall into more than one health district have been allocated to the appropriate district on a pro-rata basis.

Appendix 13

Professional Regulatory Organizations

Association of Dental Technicians of Saskatchewan
Ron Revell, President (phone: (306) 693-7505)
Box 8035
Saskatoon SK S7K 4R7

Chiropractors Association of Saskatchewan
Jim Stewart, Executive Director (phone: 585-1411)
1 – 3420A Hill Avenue
Regina SK S4S 0W9

College of Dental Surgeons of Saskatchewan
Dr. George H. Peacock, Secretary/Registrar/Treasurer
(phone: (306) 244-5072)
#202 – 728 Spadina Crescent East
Saskatoon SK S7K 4H7

College of Physicians and Surgeons of Saskatchewan
Dr. Dennis Kendel, Registrar (phone: (306) 244-7355)
211 – 4th Avenue South
Saskatoon SK S7K 1N1

Denturist Society of Saskatchewan
Bob Salembier, President (phone: 586-1828)
c/o Degenstein Denture Clinic
4629 Rae Street
Regina SK S4S 6K6

Registered Psychiatric Nurses Association of Saskatchewan
Marion I. Rieger, Executive Director (phone: 586-4617)
2055 Lorne Street
Regina SK S4P 2M4

Saskatchewan Association of Chiropodists
Dr. Mino Deiana, President (phone: 352-9091)
c/o Family Foot Clinic
2105 Retallack Street
Regina SK S4T 2K5

Saskatchewan Association of Licensed Practical Nurses
Ede Leeson, Executive Director/Registrar (phone: 525-1436)
2310 Smith Street
Regina SK S4P 2P6

Saskatchewan Association of Medical Radiation Technologists
Nancy Carlsen, Registrar (phone: (306) 655-2715)
411 Nesslin Place
Saskatoon SK S7J 4V8

Saskatchewan Association of Optometrists
Donald D. Sauer, Executive Director (phone: (306) 652-2069)
125 – 3rd Avenue South
Saskatoon SK S7K 1L6

Saskatchewan Dietetic Association
Victoria Jurgens, President (phone: (306) 747-2603)
#334 – 845 Broad Street
Regina SK S4R 8G9

Saskatchewan Association of Speech/Language Pathologists & Audiologists
Bev Paskaruk, Administrative Secretary (phone: 757-3990)
Box 3357
Regina SK S4P 3H1

Saskatchewan College of Physical Therapists
George Schurman, Executive Director (phone: (306) 931-6661)
Room G20, St. Paul's Hospital
1702 – 20th Street West
Saskatoon SK S7M 0Z9

Saskatchewan Dental Assistants Association
Susan Anholt, Executive Director (phone: (306) 252-2769)
Box 294
Kenaston SK S0G 2N0

Saskatchewan Dental Hygienists Association
Charlene Hamill, Registrar (phone: 721-7342)
Box 32039
Regina SK S4N 7L2

Saskatchewan Dental Therapists Association
Cindy Reed, Registrar (phone: (306) 297-2496)
Box 826
Gull Lake SK S0N 1A0

Saskatchewan Ophthalmic Dispensers Association
Mrs. Lil Lawford, Registrar (phone: (306) 652-0769)
301A – 3rd Avenue South
Saskatoon SK S7K 1M6

Saskatchewan Pharmaceutical Association
Raymond J. Joubert, Registrar (phone: 584-2292)
#700 – 4010 Pasqua Street
Regina SK S4S 7B9

Saskatchewan Psychological Association
Dr. Heather Brenneman, President (phone: 955-3588)
211 – 4th Avenue North
Saskatoon SK S7K 2L9

Saskatchewan Registered Nurses' Association
Rivie Seaberg, Executive Director (phone: 757-4643)
2066 Retallack Street
Regina SK S4T 7X5

Saskatchewan Society for Medical Laboratory Technologists
Laurel A. Ayerst, Executive Director (phone: 352-6791)
6106 Sherwood Drive
Regina SK S4T 6Y8

Saskatchewan Society of Occupational Therapists
Scott Irwin, President (phone: (306) 655-5832)
Box 9089
Saskatoon SK S7K 7E7